

UNIVERSITY OF TORONTO

# Bulletin

No. 8 38th year

Monday, November 19, 1984

## Provision for binding arbitration 'a price worth paying', Connell tells Council

Governing Council is being asked to delegate its power to the president to approve a non-unanimous report from the dispute resolution panel under the proposed new Article 6, President George Connell told Council Nov. 15. The document, recently approved by administration and University of Toronto Faculty Association representatives, was distributed for information. It has already been ratified by UTFA's council and will be presented to a special meeting of Governing Council tomorrow for approval.

Connell explained that both Governing Council and the president would have to agree on a decision to repudiate, but if either the president or the Council approved a non-unanimous report, it would be accepted. (A unanimous report, under the terms agreed to, would be binding.)

The procedure would impose a significant constraint on Council's ability to determine the allocation of the institution's resources, said Connell, but would still allow it a strong role in the determination of salaries and benefits and in the allocation of all the other resources of the University.

In answer to a question from government appointee Douglas Grant, he stated flatly: "The provision for binding arbitration in the second year was certainly a step we would have preferred not to take. I can only say to you our decision was very clearly the price of the agreement, and I am satisfied that it was a price worth paying. We are asking Council to take a risk. But I think any bargaining process carries some risk of moving beyond conservative, prudent management."

Graduate student Michelle Meyer asked why it had been decided that Governing Council would not have the power to repudiate a report that was not unanimous. She found the final document significantly different in this respect from an earlier one that

appeared to allow for repudiation by a majority vote of Council. Connell said he did not believe that the intention

had changed. It had always been envisioned by both parties that repudiation would result from a recommenda-

tion to Council from the president to that effect, he said.

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The installation of the president

George Connell is led into Convocation Hall for his installation ceremony last Friday by past president of the U of T Alumni Association Douglas Kingsbury and UTAA secretary Anne Marie Appelin. With Connell in the Chancellor's Procession are Governing Council chairman St. Clair Balfour and Victoria College principal Alexandra Johnston. Story and more photos are on page 5. Connell's installation address appears in full on pages 6 and 7.

## Proposed article 6 provides for repudiation by Governing Council

President George Connell will recommend to a special meeting of Governing Council at 4.30 p.m. tomorrow the approval of an agreement worked out with the University of Toronto Faculty Association (UTFA) on a process for the determination of salaries and benefits for faculty

members and librarians.

The agreement was arrived at Nov. 14 and ratified by the UTFA Council Nov. 15. A membership meeting scheduled for Nov. 19 for the purpose of obtaining leave to amend the constitution to remove legal obstacles to a certification drive has been cancelled by UTFA council.

Negotiations for salaries and benefits for the current academic year, which were in abeyance while a procedure was being worked out, will probably begin this month. UTFA and the administration have agreed that unless a settlement is reached before Dec. 15 the first negotiations under the new Article 6 will be to determine salaries and benefits for the academic years 1984-85 and 1985-86 in a two-year package.

Negotiating teams for the faculty and the administration have agreed on a procedure that provides for the appointment of a mutually acceptable mediator/fact finder if a salary settlement has not been reached by the two parties by Jan. 15 each year. If agreement is not brought about, the mediator/fact finder is to issue a report to the parties within 20 days of his or her appointment, and after 10 days of continued negotiation, the

report is to be published in the *Bulletin*.

If agreement is not reached within seven days after the report is made public, all unresolved matters may be referred to a dispute resolution panel composed of a chairman and one panelist selected by each party. The panel is to make its decision without taking into account the possibility that it may be repudiated by Governing Council. If the decision is unanimous, it is binding on both parties. If not, it may be repudiated by Governing Council on the recommendation of the president, but the president's recommendation for a salary settlement must not be less than that advanced by the administration before the panel. If the settlement is determined by Governing Council, then the following year if the services of the dispute resolution panel are required its decision is to be binding whether or not it is unanimous.

However, once a final and binding non-unanimous report is issued, either party has the right to notify the other by Nov. 1 of its intention to have Article 6 removed from the *Memorandum of Agreement*.

The proposed Article 6 is reproduced in its entirety on page 14.

## Long night's negotiations end months of uncertainty

by Judith Knelman

Behind the tentative agreement on Article 6 that has been worked out by negotiating teams for the administration and the University of Toronto Faculty Association (UTFA) lies nearly a year of research, consultation, meetings, negotiating sessions, changes, hopes and disappointments. "It was a very, very difficult set of negotiations," says Vice-President and Provost Frank Iacobucci.

Both teams operated under two presidents. Cecil Yip was president of

UTFA when negotiations began last February; he was succeeded by Peter Dyson on July 1. U of T President David Strangway had hoped to have an agreement in place before his departure on Aug. 31, but it is his successor, George Connell, who will recommend its approval to Governing Council. "David Strangway put us on base and George Connell hit the home run," says Iacobucci, an avid ballplayer.

The presidential team, under

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Earlier in the meeting, he made plain his support of the agreement, which he sees as a means of ensuring the harmonious relationship between faculty members and librarians and their employer that was envisioned when the *Memorandum of Agreement* was originally signed. "The controversy generated by these negotiations has been a matter of concern not only to faculty members and librarians but to many others," he said. The idea of the faculty association's becoming a certified union, he said, was repugnant to some faculty members, including some who sit on Governing Council. Yet many perceived the negotiations as presenting a choice between binding arbitration or certification. "These need not be linked, but in the perception of many of our colleagues they did become linked. We believe that if we were not able to find some middle ground that would satisfy Council as to its responsibilities as outlined at the June 21 meeting and the faculty association as to its being fair, independent and binding, the possibility of alienation for a considerable period was prominent."

He said he could recommend the procedure to Council confident that it would serve the University well and would allow him to function efficiently as president. There would also be a strong role for Council in the arrangement, he felt.

Connell emphasized that repudiation was extremely unlikely, and the possibility of the "worst scenario", an

## Visa students appeal ruling

The three students who applied to the Supreme Court of Ontario for leave to launch a class action against the University of Toronto for breach of contract on visa student fees are appealing a ruling handed down last month restricting the action to the three, John Canning, John Blount and Panagiotis Vassiliou. It is expected that the appeal will be heard early in 1985.

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oscillating arrangement wherein there was repudiation one year and assured binding arbitration the next, was "so unlikely that it is not worth exploring".

He said he expects that both parties will take very seriously the injunction in clause 3, "the most important single clause in the whole agreement", to negotiate in good faith and make every reasonable effort to reach an agreement. "If they do it and are successful, none of the rest of the agreement matters. There really is no substitute for a good negotiated agreement. Both parties leave the bargaining table reasonably satisfied with the outcome, whereas other solutions leave one or the other party aggrieved. What we have been doing for the last 10 months is addressing contingencies that may

## Negotiations

Continued from Page 1

Iacobucci, lost one member when Robert Brown resigned as director of personnel last summer. It also temporarily lost the services of Alec Pathy, vice-president (business affairs), who was ill over the summer. The team that hammered out the agreement consisted of Iacobucci, Pathy, William Broadhurst, chairman of the Planning & Resources Committee and a government appointee on Governing Council, and John Britton, chairman of the Department of Geography. So strong was Broadhurst's commitment, says Iacobucci, that he virtually turned his position as head of an accounting firm into a part-time job during the intensive negotiating period. Pathy, for his part, ignored orders from both his president and his doctor and stayed up all night with the rest of his team as agreement was being reached.

Says Iacobucci: "The negotiating team was backed up by an enormous amount of advice and wisdom that colleagues from across the campus offered in the whole process."

The UTFA team of Donnelly, Dyson, Jack Wayne, Bonnie Bessner and Vicky Grabb stayed together from the start to the finish of negotiations. Donnelly teaches political science, Dyson English, and Wayne sociology; Bessner is a librarian and Grabb the UTFA executive assistant. The regular duties went on, in-between meetings. "We all celebrated our birthdays on a day on which we had to negotiate," says Donnelly. Their performance in negotiations, he says, was a genuine team effort. "We really did work together as a team."

Though negotiations did not begin until early in February, the issue of revising or replacing Article 6 in the *Memorandum of Agreement* had been "looming like a great spectre over the University", in Donnelly's words, since the Supreme Court ruling handed down on Dec. 12, 1983, removing a possible constraint on Gov-

never happen."

Connell paid tribute to his chief negotiator, Vice-President and Provost Frank Iacobucci, who in turn acknowledged the contribution of his team, and in particular Governing Council member William Broadhurst, a government appointee, whose service was "invaluable and enormous". Iacobucci said he would like to pay special tribute to the president who led off the negotiations, David Strangway, as well as to President Connell. "The leadership was superb throughout."

In other business, Council approved in principle the sale or development of the Baie du Doré Research Station, which is no longer considered useful to the University, and agreed that the proceeds of the sale or development should be used to create an endow-

ment to finance a laboratory for the Institute of Environmental Studies.

In answer to a question from alumni representative Gordon Romans about cuts announced by Finance Minister Michael Wilson, Connell said the federal government has made it clear that its contribution to the toxicology centre will be cancelled. The centre's board is to meet this week in an emergency session to formulate a response, which could include an appeal to the Prime Minister.

Graduate student Cathy Laurier was told that Connell is expecting a recommendation from Status of Women officer Lois Reimer on provision of space by the University for a women's centre.

erning Council's latitude and responsibilities. Judge J.C. Sirois found that Governing Council had the power under the University of Toronto Act to allow an arbitrator to fix salaries.

As a result of the decision, Governing Council on Jan. 19 approved a limited agreement for two years of binding arbitration beginning with the 1982-83 academic year and asked that a procedure acceptable to both the administration and UTFA be brought back as quickly as possible so that negotiations for 1984-85 salaries could get under way.

This year's salaries have still not been set, UTFA having turned down an offer by Strangway to begin *ad hoc* salary discussions. Once Governing Council approves the new Article 6, negotiations will begin forthwith, says Donnelly.

A turning point in the negotiations came on April 11, when the membership of UTFA endorsed two motions that had already been passed by the UTFA council reaffirming the commitment to a system of impasse resolution that is fair, independent and binding and stating the intention to recommend that a certification campaign be begun if negotiations on Article 6 were to end fruitlessly.

In June UTFA asked the Chief Justice of the Supreme Court of Ontario to appoint an arbitrator to determine salaries for 1984-85 under the terms of the limited agreement that began in 1982, arguing that the second year had never taken place on account of the provincial government's wage restraints. UTFA has now agreed to discontinue the application.

UTFA pushed the possibility of certification harder with an announcement in July that the executive was beginning organizational preparations for mounting a certification drive in September, should it prove necessary. The drive was not begun, but a series of information meetings was held across the campus.

In September, lawyers for both sides met to choose a mediator to assist them in reaching agreement on a bargaining procedure for salaries and benefits. Eventually they agreed on Michel Picher, a former vice-chairman of the Ontario Labour Relations Board. Talks were held Oct. 26-28, but the mediation failed.

UTFA council then called a membership meeting for Nov. 19 so that its constitution could be amended to allow for a certification drive. (The council cancelled the meeting after ratifying the new Article 6.)

On Friday, Nov. 9, representatives

of the two negotiating teams met for an off-the-record discussion as to whether there was any purpose in continuing negotiations. They adjourned for the weekend, then began again at mid-day Monday and continued late into the evening at the Westin Hotel. Technically, negotiations were never resumed.

The administration had decided that model C of the alternatives tabled by UTFA with the mediator had possibilities. What it found unacceptable was the provision that if Governing Council repudiated a non-unanimous decision by a dispute resolution panel the award would be decided by a referendum of faculty members and librarians.

Iacobucci consulted Connell, who called in representatives of Governing Council. Iacobucci then advised UTFA that he would be prepared to submit a detailed proposal that represented a significant change on the part of the administration. They agreed to meet again in the hotel at 8.30 the following evening, Nov. 13.

It was a long evening. "In negotiations, it's hurry up and then wait," says Donnelly. "There are times when there's not much to do and times when you really have to make decisions." There were formal talks between representatives of the two teams and other discussions that were less formal. Disagreements on concepts, clauses and wording were thrashed out. "When you are near agreement it's important to push it to the conclusion," he says.

Nobody slept. When they weren't discussing their side's position, members of the administration's team and their resource staff, Vice-Provost David Cook and Karen Gorsline, senior personnel officer, read, watched television and caught up on their correspondence. UTFA's team spent most of the time talking over the various implications of the proposals that were going back and forth.

It was the introduction of clause 25 that allowed the two groups to reach agreement, Connell later told Governing Council. Clause 25 specifies that if Governing Council were to repudiate a non-unanimous report, a non-unanimous report the next year would be binding.

At 5 a.m. Wednesday, Connell received a phone call from Iacobucci, who had good news: agreement had been reached. "I was never so happy to be woken up at 5 a.m.," he told a meeting of principals, deans, directors and chairmen the following day.

# Administrators, faculty pleased agreement reached

But UTSA wants assurance on principle of equivalence

by Judith Knelman

The news that the administration and the faculty had, after nearly 10 months of negotiations, agreed on a bargaining procedure for salaries was greeted with relief by faculty members, though University of Toronto Staff Association president David Askew warned it has worrisome implications for staff.

"My first comment was, 'Thank God,' and I meant it" said Alexandra Johnston, principal of Victoria College and a member of Governing Council. Johnston, with other faculty members of Governing Council, had sent a letter to both the University of Toronto Faculty Association (UTFA) and the administration urging that no irrevocable decisions be taken until all avenues had been fully explored. Such decisions, said the letter, could have potentially disastrous implications for the University.

"It was becoming more and more clear that no matter which way a move to certification went the process would have been hurtful," she said. "This would have been an absolutely tragic way to begin a new presidency."

As it is, George Connell will be credited with healing the widening breach between the faculty association and the administration and warding off a certification campaign. "His role in this was, in the final analysis, the most important," said Frank Iacobucci, vice-president and provost and the administration's chief negotiator. "He was very much involved, and very much led the administration's representatives." Though Connell was not present during final negotiations, he was kept abreast of developments by telephone.

Iacobucci said he was pleased not only because agreement had been reached between the negotiating parties but also because it demonstrated the ability of people at U of T to respond to a very difficult problem. "It's an unusual arrangement — unique, probably — but why not, for this institution? Faculty members and librarians shouldn't have anything less than imaginative and ingenious solutions to problems."

UTFA President Peter Dyson said there is no doubt that the agreement represents a compromise on both sides, but he feels the compromise gives away nothing essential from the faculty point of view. "I'm pleased with the agreement. It can be made to work if both parties work at it seriously and in good faith."

Michael Donnelly, UTFA's chief negotiator, said the Nov. 15 UTFA Council meeting made it plain that there is considerable suspicion and doubt among some members about the willingness of the administration and the Governing Council to make the procedure work. The agreement was ratified, but "it did not sail through. It was not a two-minute debate followed by the clinking of champagne glasses." He himself feels that, though it is not an ideal settlement, it is a fair one, though its uniqueness makes it difficult to predict how it will work out in concrete terms. "It will take cooperation and commitment on both sides."

"I'm glad they've settled," said Arthur Kruger, principal of Woodsworth College and an economist who specializes in labour relations. "I think everybody wanted a settlement rather than all the divisions that a certification campaign would have entailed. It would have meant enormous conflict

within the institution. The wounds would not have healed for many years.

"My hope is that it never spreads beyond salary and benefits to working conditions. I would much prefer to see the collegial process work for these. The dispute resolution panel would be asked to resolve issues that it was not competent to deal with. People who had come in for a few days would be asked to resolve issues that are very complex and not easy to explain to someone outside the institution."

Kruger believes that if either party took advantage of the opportunity to terminate Article 6, it would be the signal for a certification campaign. If UTFA did it, it would be because something had happened in the process that was unsatisfactory. If the administration did it, UTFA would probably find that there was no other alternative possible under the Labour Relations Act that had not already been explored.

Robert Farquharson, a professor of German and former vice-dean of the Faculty of Arts & Science, expressed "absolute relief" that a settlement had finally been reached and certification avoided. "Both sides were intransigent," he said. He added that he felt strongly that though UTFA, the administration and the provincial government would probably have found advantages in certification, faculty members would have been the losers had it come about.

Jean Smith, a professor of political science, former UTFA president and a past chairman of the Academic Affairs Committee, said all parties deserve credit. "It's terrific, a major breakthrough." He said it sounded as though there would be "a reverse Christie effect", a reference to

mediator Innis Christie, who four years ago said he had had to take into consideration the probability that Governing Council would reject a settlement that was too far above what the administration had offered. Under the proposed arrangements, said Smith, the arbitration panel will not be intimidated by the possibility of repudiation by Governing Council, since there is a built-in deterrent to repudiation.

John Gittens, a professor of geology, finds "an element of silliness" in the complicated arrangements surrounding repudiation. "It's a face-saving gesture to some degree," he said. "I would think it would be a step forward, though, and certainly better than the confrontation we were faced with."

"I'm glad there's a settlement," said linguistics professor Henry Rogers, who is vice-president (grievances) of UTFA. "But this particular one is fairly complex. I'd hoped for a simpler one along the lines of traditional arrangements, where a unanimous or majority decision is binding." In Rogers' analysis, the operative tradeoffs in the agreement are that Governing Council has given up its right to terminate negotiations unilaterally and the faculty has given up its right to withdraw its services.

Askew, speaking for the staff association, said binding arbitration for the faculty could mean an end to the principle of equivalence for the staff. For the past two years, he said, the staff association has had no reply from the administration to the question of whether the University is still committed to giving staff approximately the same percentage increase that faculty get. In 1982-83, when the

faculty association won a trial period of binding arbitration, the administration committed itself in advance to the principle of equivalence. UTSA will ask for a retroactive increase if faculty members and librarians are awarded a package that totals more than five percent for 1984-85, said Askew.

He has little hope that the administration will be amenable to working out a new procedure for the determination of staff salaries. "Given the amount of difficulty UTFA had in obtaining this arrangement, I think it would be impossible for us to get a parallel one." UTSA has set up a series of information meetings to begin Nov. 26 in which the association's situation will be explained and members will be asked whether or not they want to do anything about it.

"If UTFA had launched a certification campaign," said Askew, "things would have been more clear-cut because we, as the only large uncertified group, would have had to consider certification. Now it's back to where we have been for the past few years, struggling along without direction."

Askew said the association has been trying without success to change policies concerning the release of staff for fiscal reasons, casual staff and exposure to video terminals. These concerns were referred to the University/UTSA Liaison Committee after last year's negotiations. A Nov. 2 UTSA report to members says that since the association has no other mechanism, it has come to a dead end. "Until UTSA has recourse to some sort of dispute resolution mechanism," says the report, "when the University says no we will have no recourse at all."

## Faculty/staff appeal launched

"In seeking financial help from the private sector," wrote President George Connell in a recent letter to staff and faculty members, "no evidence is more compelling in stating our case than the personal giving of our own community."

This year's faculty/staff appeal continues to emphasize specific fund raising goals. The back of the donation form enclosed with the president's letter includes a space where a specific department, college or project may be designated as the recipient of the donation. Last year's appeal raised \$177,875 from 633 donors.

This year, School of Graduate Studies Dean Tom Robinson is asking for contributions to the Faculty-Student Relations Fund, which underwrites visiting lecturers, symposia and many other projects. The Library is reminding donors that \$20 is enough to rebind a book in need of preservation. Also required are funds for a computerized circulation and inquiry system of the kind now found at many other large universities.

Principal Paul Fox of Erindale College has been pleased with the contributions to the Erindale Scholarship Fund in previous years, and will continue to seek support for it in letters to students, alumni and staff.

One change from last year's appeal is a box on the form which, if checked,

permits the donor to remain anonymous. "Some faculty and staff have voiced surprise that divisional heads are not informed as to who contributes," said Lee MacLaren, director of private funding, "while others have

adamantly maintained that such knowledge is inappropriate. Each donor may now indicate his or her preference."

## Could be January before public sees Bovey report

A preliminary report by the Bovey Commission was delivered to Bette Stephenson, minister of colleges and universities, last week and she has been promised a full report by the end of November.

It is unlikely, however, that the public will get a look at the report until January at the earliest, since translation into French and printing will take about a month, and Stephenson and her staff will require some time to study the report so that she can deliver at least an informal response when it is released.

In announcing the establishment of the commission last December, Stephenson said the government was committing itself to the implementa-

tion of a renewed and reshaped university system as recommended by the commissioners. It is possible that the government will elect to wait until after the leadership convention, slated for Jan. 26, to reveal the advice it has been given.

The Ontario Federation of Students declared Nov. 15, the day the report was due, a day of action, holding local activities across the province to point up such problems as rising tuition fees, overcrowded classrooms and library cuts. Students from U of T, York, Ryerson and the Ontario College of Art picketed the Mowat Block at Queen's Park to protest against government underfunding.



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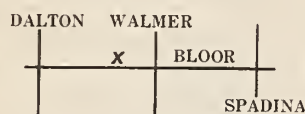
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## Canadian Tire endowment income continues for scholarships, medical research

A \$13-million endowment to U of T from the estate of the late Canadian Tire magnate John Billes, widely reported in Toronto dailies last week, is not an overnight windfall, University administrators have emphasized.

While not wishing to detract from the "magnificence" of the Billes gift — believed to be the largest ever from a single source to the University — private funding director Lee MacLaren expressed hope that people would realize the University has been receiving income from the estate since Billes' death in 1956.

The \$13-million came under direct U of T control for the first time last Wednesday. The bequest had been held in trust in the form of Canadian Tire preferred stock until it was ordered liquidated by the Ontario Supreme Court in November 1983.

The proceeds of that sale were then administered by the National Trust Company, with interest income going to the University.

The current transfer of the \$13 million to the U of T will have "no real impact on the income flow to the University," said Bob White, assistant vice-president, finance. "We will endow this amount, and continue to live off the income."

The 1983 sale of the stock, however, brought about an income increase of approximately \$600,000 over the dividend payments received by the University annually before the sale. Billes stipulated in his will that ten-sevenths of the University's bequest was to be earmarked for scholarships and bursaries, with the remaining seven parts going to medical research. White said the University has honoured those

terms and will continue to do so.

White also said the policy of deploying the Billes income without touching the principal — a policy established when there was no option in the matter — should be reaffirmed in light of the change in jurisdiction. "We haven't quite decided yet," he said, "but I think this is an issue we should take to the Business Affairs Committee for confirmation, to establish that this is the continuing desire of Council."

The \$13-million is U of T's share of approximately \$83 million left by Billes to 23 Toronto charities and organizations. The Toronto Hospital for Sick Children and the Canadian Mothercraft Society each received \$4.9 million, the next largest gift.

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## Women to be honoured at fall Convocation

In recognition of the 100 years since women were admitted to U of T, honorary degrees will be awarded to three outstanding women at the Fall Convocation ceremonies at 8 p.m. Nov. 21, 22 and 23 in Convocation Hall. Approximately 2,100 students will receive degrees, diplomas or certificates.

The Honourable Madam Justice Bertha Wilson will receive a doctor of laws, *honoris causa*, Nov. 21. Wilson is the first woman justice in the 107-year history of the Supreme Court of Canada. Jill Kathryn Ker Conway, president of Smith College in Massachusetts and former vice-president of internal affairs at U of T, will receive a doctor of laws, *honoris causa*, Nov. 22. On Nov. 23, the Honourable Jeanne Sauvé, Governor General of Canada, will receive a doctor of laws, *honoris causa*. Sauvé, elected to the House of Commons in 1972, has been minister of state for

science and technology, minister of the environment and minister of communications. She became speaker of the house in 1980.

The Faculty of Law will hold a reception for Madam Justice Wilson the day she receives her honorary degree. Wilson is to be the faculty's

Goodman lecturer in the fall of 1985. The lecture series was established in 1971 to bring a distinguished practising member of the bar or bench to the faculty for three days of discussions and lectures. Wilson will be the first woman to be the Goodman lecturer.

## Plaque commemorates war service of U of T doctors, nurses

The Serbian Heritage Academy of Canada has presented the University with a plaque to honour U of T doctors and nurses who volunteered their services in Serbia during World War I. The plaque, presented in a Remembrance Day ceremony Nov. 11 at the Faculty of Medicine, will hang in

the Medical Sciences Building Memorial Hall of Fame.

Following an appeal by the Serbian government during the early part of the war, 50 professors from the faculty and teaching hospitals, 73 nurses, U of T medical students and 176 support staff went to work at a hospital located on an allied front in Northern Greece. From 1915 to 1917, they treated an average of 1,400 patients a day. The plaque also commemorates other doctors who were educated at U of T and served as volunteers in Serbia.

## Recommended dining

### MASA

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## UNIVERSITY OF TORONTO Bulletin

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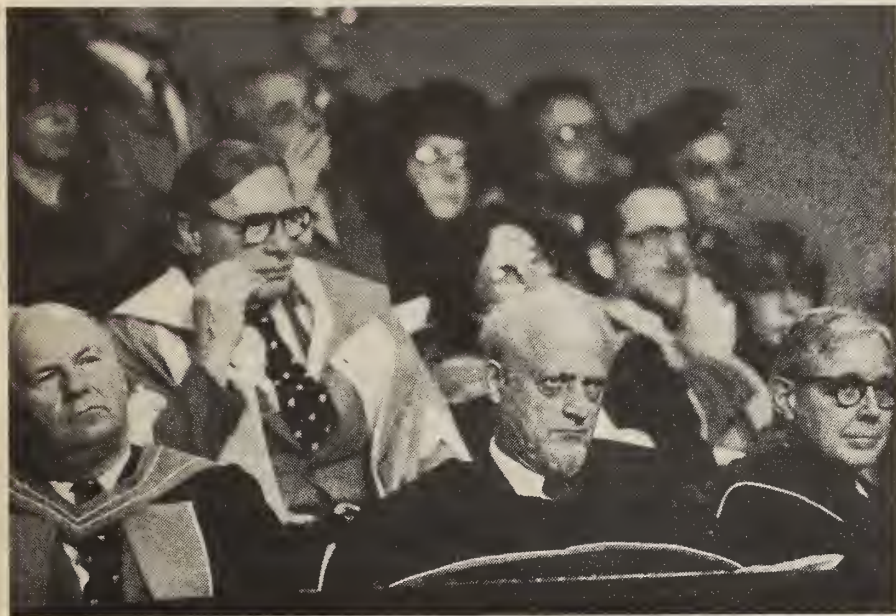
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PHOTOS STEVE BEHAL

## Connell Installation combines realism with celebration



by Janet Dunbrack

During one of the most festive installations in recent memory, President George Connell, in a bilingual speech, told an audience of 800 people in Convocation Hall that the University of Toronto's commitment to excellence as declared in its submission to the Bovey commission constitutes a contract with patrons, students and the wider public.

"We are affirming that those who work and study here are prepared to endure the pain of self-examination, to admit failure, to discontinue cherished enterprises when they no longer meet high standards, to dismantle and rebuild when rebuilding promises greater quality and strength. I hope and believe that the University of Toronto is prepared to honour that contract." He did not specify what changes might be necessary. Referring to the members of the Bovey commission, Connell said, "We pray that they may be given wisdom and courage, and that their advice may be heeded."

Earlier, Ralph Benson, assistant deputy minister of colleges and universities, had referred to the Bovey commission in a brief speech bringing greetings from the province of Ontario. "I am sure President Connell will enjoy participating in the Bovey debate," he said. "We hope the commission's report will be available to the public by the end of December. The situation puts me in mind of an ancient Chinese proverb: 'May you live in interesting times.'"

Connell stood firm on traditional

academic values against critics who regard the university as "a kind of supermarket of intellectual expertise in which the 'products' not in demand this year ought to be removed from the shelves to make room for more fashionable goods." Universities are creative, he said, because they have been given the right to chart their own course and because they nourish the unfashionable.

While stressing the importance of scientific enquiry and technical development, using the progress of insulin research as an example of excellence in his own field, Connell, in French, reiterated the belief put forward in James Ham's installation speech of six years ago that the humanities must be at the heart of the university.

"When we have created the ultimate technology for communication," he said, "it is important, finally, to have something of substance to communicate."

Bob Jones, president of the Students' Administrative Council, had greeted Connell on behalf of 50,000 students and laid before him some of their concerns: large classes — "some larger than the group you see here before you"; declining quality of education; sexual harassment; lack of a women's centre in the centenary of the admission of women to the University; high fees for visa students; and a desire for the president to lead Governing Council "with a sharp business and academic sense" and "a feeling for this university's moral and social

responsibilities both at home and abroad."

He went on to say that students are proud to be attending U of T and spoke of the thrill of being influenced by some of the world's finest minds. Connell observed that Jones had touched upon the essence of the university — the intellectual awakening which can be "a powerful force for the renewal of the university."

The audience caught the president's deep feeling for U of T as he spoke of his family links and personal sense of indebtedness to the University. The theme of gratitude to the University for the difference it had made in so many lives was picked up by Chancellor George Ignatieff in his concluding remarks.

All was not high solemnity during the ceremony. Surveying the dignitaries on the platform resplendent in colourful robes and hoods, Connell informed the 38 presidents of sister universities in the group: "We invited you here for your beauty, not your brains."

Dryly describing his response to a colleague's call for inspired leadership, he said he has difficulty in regarding himself as inspired. "I thought of the possibility of divine inspiration, but Section 13 of the University of Toronto Act appears to grant to my learned colleagues of Victoria, St. Michael's and Trinity exclusive and unfettered rights to this source of guidance."

Engineering students made their not unexpected presence felt with an eight-foot-wide weather balloon floating beneath the Convocation Hall

skylight. From it hung a 30-foot-long shocking pink banner with the word "SKULE" painted in bold letters. Two hundred multicoloured balloons on the ceiling completed the work, which was not finished until 2 a.m. on installation day. On top of the weather balloon were the words "FROSH — 8T8".

The system was fail-safe: the balloon was blown up wider than the hall's doors to prevent removal and, said one of the students, "in case someone decided to shoot at it, we put two bags of loose confetti inside." A technical consultant to the group estimated the balloon would be a limp memory by Sunday night because "it loses two percent of its gas every hour."

The engineers' musical arm, the Lady Godiva Memorial Band, serenaded the academic procession as it entered Convocation Hall with booming drums and clashing cymbals. Band members wore their own version of academic headgear: hard hats turned into bright red airplanes and oil derricks and patterned wool tuques with generous tassels.

As the president emerged from Convocation Hall after the ceremony, he was greeted by a small but enthusiastic contingent of the Blue and White Society shouting the Varsity yell. Connell joined in, to the delight of the students, who pinned a B & W button on his robe and gave him a white balloon.

The procession moved around the corner into Simcoe Hall to doff robes and don overcoats for the cold march to the Hart House reception.

*The following is the text of the installation address of President George E. Connell.*

First I should like to join with the Chancellor and the chairman of Governing Council in welcoming this gathering of members of the University of Toronto and friends of the University. While there are many in this company whom I count as close personal friends, I recognize and rejoice that the reason for your presence today is our shared affection and respect for the University of Toronto.

I am particularly pleased to welcome the presidents and other delegates from our sister institutions. This is an impressive assembly, spanning all of Canada, from St. John's in the east to Vancouver in the west; from Windsor in the south to Athabaska in the north. Their presence illuminates the close relationship between the University of Toronto and every other university of Canada. A substantial number of our distinguished visitors are former students or faculty members of this university.

Of particular significance for me is the presence of so many friends and former colleagues from the University of Western Ontario. The chairman of the Board of Governors, William Jenkins, the chancellor, David Weldon, and the acting president, Allan Adlington, have come to help us inaugurate what I trust will be a long period of peaceful coexistence between the two institutions, in the executive offices and academic enterprises as well as on the football field.

I welcome also the representatives of our governments, and the ministries and councils with which we have such strong and interdependent relationships — the Ministry of Colleges & Universities of Ontario (Dr. Ralph Benson), the Medical Research Council (Dr. Pierre Bois), and the Social Sciences & Humanities Research Council (Dr. William E. Taylor, Jr.). The University of Toronto is honoured by your presence. I am most grateful to George Edmonds, Joan Foley and Bob Jones for their warm and generous words. Their greetings have given eloquent expression to the welcoming environment which Sheila and I have experienced since our arrival in September.

Among the many other members of the University who merit special mention, I shall cite only five, the four who preceded me in this office and a fifth who served with distinction for two years as the University's acting president. Each one of these five (Claude Bissell, John Sword, John Evans, James Ham and David Strangway) has made a singular and lasting contribution to the University. I am personally indebted to all of them, not only for many years of friendship, but also for their counsel and strong support in recent months.

I acknowledge particularly my gratitude to David Strangway, who has served the University with distinction as professor of geophysics, as chairman of the Department of Geology, as provost and as president. David has been characteristically generous with his time and his wise counsel during the period of transition. This university is indebted to him for the strength of his commitment and the quality of his service.

I should like also to pay tribute to the memory of Donald Forster, who died only a few days before he was to take office as president in September 1983. Donald Forster was uniquely qualified for the presidency. There was no one of his age in Canada who had such a lengthy, varied and successful career in university administration. I hope that those of us who will carry on the work that he might have done will fulfil in some part the great expecta-

tions he had for the University of Toronto.

I should think there are few in this audience who have as much reason as I for gratitude to the University of Toronto. I am not thinking only of this fine new academic dress, nor this splendid ceremony with John Beckwith's elegant musical greeting, but rather of a lifetime of experience and a family link which now spans three generations. My two parents were graduates of the Faculty of Dentistry of 1923 and 1924 respectively, and they practised the professional skills which they learned here for over 40 years. My wife and I were both graduates of the 1950s, a marvellous time to be a student at the University of Toronto. My wife, in fact, lived on the campus for the early years of her life while her father was professor and dean of Wycliffe College. Two of our four children are graduates of the 1980s. The seven degrees shared among members of three generations can easily be counted; there are other benefits which cannot be counted.

My gratitude to this institution goes far beyond the formal acquisition of degrees and the opportunity for rewarding employment. The University of Toronto has the power to transform lives and I must acknowledge several such transformations over the last 37 years. It is a great pleasure for me to have in this audience today so many who have shared those experiences with me. I note particularly the presence of Professor Charles Hanes, who was my PhD supervisor in the early 1950s and from

whom I learned the craft of scientific experiment, and of Professor Jeanne Manery Fisher who was, with Professor Hanes, one of my four respected senior colleagues in biochemistry when I received my first faculty appointment in 1957.

What has persisted through the 37 years that I have known this institution is a sense of involvement in a great intellectual adventure — sometimes as a player on the field and at other times as an enthusiastic spectator. This is the source of my gratitude and also the source of my great pride in the University.

Let me try to convey to you the impact of one of our epics of discovery in my own discipline in the hope that it might strike resonance in the experiences of others in this audience.

During my PhD work in Dr. Hanes' lab, we occupied the quarters in which Banting and Best did their legendary work in the summer of 1921. Their discovery is the most celebrated of all achievements in this university. The extraordinary commitment and good fortune which made possible their discovery have been documented now in Professor Michael Bliss's splendid history.

But from the perspective of the present day, the discovery of insulin was no more than a single foundation stone in what has become a towering edifice. It is remarkable that the therapeutic use of insulin was feasible at a time when virtually nothing was known about its chemical nature nor how it exerted its effect upon tissues of the patient. Research over the last

60 years, conducted in hundreds of labs around the world, has given us a profound knowledge of insulin. Over that entire period, the University of Toronto has continued to make major contributions. In fact, the initial discovery of insulin was only one of several great achievements of this university.

Some of the other important milestones were: the large-scale production of insulin in the Connaught laboratories; the crystallization of insulin by David Scott; the demonstration of whole-body effects of insulin by Charles Best and Reginald Haist; the demonstration of immune reactions to insulin by Peter Moloney; the development of the artificial pancreas by Bernard Leibel and Michael Albisser; the discovery of proinsulin by Cecil Yip (simultaneously with George Steiner of the University of Chicago); the understanding of ketone body production and metabolism through the work of Mitchell Halperin; the demonstration by Mladen Vranic of the effect of counter-regulatory hormones on control of blood sugar; development and study of animal models of diabetes by Errol Marliss and Bernard Zinman.

These Toronto discoveries and many others elsewhere have opened up the possibility of truly effective treatment or prevention of diabetes mellitus, still one of the leading causes of disability and early death. But equally important is that these achievements took place in a university, a place where students live and work. As a student, I knew Best, Haist and Scott and their dis-

# 'The opportunities are boundless — and not beyond our reach'



tinguished contemporaries. I attended lectures by renowned visitors such as Elliot Joslin, the most famous of all diabetologists, Fred Sanger, double Nobel laureate, and Dorothy Crowfoot Hodgkin, also a Nobel laureate, who between them described the minute detail of the architecture of the insulin molecule. These were profoundly influential experiences. Living in a milieu of scientific discovery was the key to my own motivation for learning, as it was for many of my generation and those who followed later.

Although the insulin story has special meaning for this community, it would not be difficult to find a hundred other stories of such major intellectual adventures and achievements. One of the important benefits of being president is that one has unique opportunities to watch these achievements take shape and to join in the celebrations.

One such celebration took place just two weeks ago, an informal gathering to mark 40 years of academic work by Professor Frances Halpenny. Professor Halpenny has established a legendary reputation as a scholar, as an editor, as a teacher and as an academic leader. She has performed invaluable service both for the University and for its distinguished scholarly publishing house, the University of Toronto Press, and has been a secure bond between the two. But the name of Frances Halpenny will always be linked with the greatest of all our works of historical biography, the *Dictionary of Canadian Biography*. As general editor, she has set high scholarly standards and has provided distinguished leadership in a national enterprise of which the University can be proud.

As with scientific discoveries, the scholarly work of our humanists and social scientists helps to create a lively intellectual ambience for our students. There are now some 50,000 students at the University, each one engaged in a personal adventure of discovery. They are of all ages — our youngest is only 16 and our oldest 95. While the great majority are Ontario residents, every province and territory of Canada is represented. There are students from many countries. Last week at our International Student Centre I met students from Jamaica, France, Denmark, Hungary, East Germany, Cyprus, Zambia, Brazil, Malaysia, Japan and the Republic of China and I was impressed by the rich variety of experiences and viewpoints they bring to the University.

Some of our students are having their first exposure to a university environment. Some have committed themselves to intensive work in a discipline or professional field. Some are pursuing their academic goals by the demanding but rewarding path of part-time study. Some have committed 10 years or more to preparation for academic careers and are putting the finishing touches on a major piece of research.

Each student comes to the University with expectations of benefits; but each student also brings us a gift — each one is a unique individual who can make a special contribution to this community and change its nature in some small but significant way. The more students become engaged in the life of the University and the more they demand of our intellectual resources, the greater their benefits and their contributions will be.

The students to whom I have spoken in the last few weeks have renewed and strengthened my own convictions about the University. Some have told me of their deep appreciation of the broader awareness and understanding they have acquired here. This appreciation is most clearly evident in the older students who return year after year for an evening course. Some of

our students are clearly experiencing their first true awakening, when they become aware for the first time of the pain and pleasure of intellectual effort, the power of rational methods of inquiry, the sense of accomplishment in the mastery of a problem, appreciation of the craft of imaginative literature, the first breakthrough in comprehension of another language or mode of thought.

This intellectual awakening is among the most rewarding of human experiences, not only for the student, but also for the teacher who helps to induce the change. It is a powerful force for the renewal of the university. Like our achievements in research, it maintains our vitality and our commitment.

This university is blessed not only with creative faculty and students, but also with administrative staff who are dedicated to its mission. Throughout the institution, in Simcoe Hall, in Hart House, on the Scarborough and Erin-dale campuses, in all of the colleges, faculties and divisions, there are many men and women who share my pride in the University and who contribute their skill and energy to its service. The achievements of the University are their achievements too.

Finally, there are the alumni, now numbering more than 200,000. Among them there are many who remain vitally involved in the life and work of the University. They are our governors and advisers, our advocates and our benefactors. It is a great pleasure for me to see so many of them taking part in this ceremony; this is further evidence of their interest in and deep commitment to their alma mater.

The University of Toronto was challenged last May by the Commission on the Future Development of the Universities of Ontario (the Bovey Commission) to prepare an institutional self-portrait. This was not a challenge to be taken lightly. A university which has 50,000 students (full-time and part-time) and 10,000 employees on three campuses, in nine colleges, and in 18 faculties, which owns 10 separate corporations, which has 21 affiliated hospitals, a secondary school, a junior school, a Conservatory of Music, and which has over 200,000 living graduates, cannot be described succinctly.

As I had no part in the preparation of the brief, I feel free to say that President Strangway and all those who contributed to the effort, succeeded admirably in describing the essential nature of this university and in defining its course. The dominant theme of the brief is a ringing commitment to excellence in both teaching and research, a commitment which I endorse.

A university which declares its aspiration to excel does not become automatically the beneficiary of special privileges and prosperity. The declaration is rather a form of contract with our patrons and students and the

wider public. We are affirming that those who work and study here are prepared to endure the pain of self-examination, to admit failure, to discontinue cherished enterprises when they no longer meet high standards, to dismantle and rebuild when rebuilding promises greater quality and strength. I hope and believe that the University of Toronto is prepared to honour that contract.

Unfortunately, this university, in company with all others in Canada from the Atlantic to the Pacific, is in a state which at best can be described as uncertain, at worst as perilous. I refer not only to the critical shortfall of revenue, both operating and capital, but to the failure of governments, both federal and provincial, to adopt constructive policies which would permit the universities to thrive. The situation is most troubling in British Columbia, but the problem is clearly one of national dimensions. In Ontario, the provincial government has entrusted to Edmund Bovey, Fraser Mustard and Ronald Watts the responsibility for charting a new course. We pray that they may be given wisdom and courage, and that their advice may be heeded.

There is a curious irony in our predicament. Within the last two or three years, I have been impressed as never before that universities are valued highly by the leaders of our country. Many of these leaders, both in the public and private sectors, have come to appreciate not only that the universities are a rich cultural resource, but also that they are playing an increasingly important role as the source of intellectual capital and expertise for the development of our country. As our major enterprises and our governments become increasingly knowledge-intensive, the importance of the universities as partners in national development becomes increasingly evident.

While our leaders are becoming more appreciative of the role of universities, some are inclined to be too specific in their expectations. The university is regarded as a kind of supermarket of intellectual expertise in which the "products" which are not in demand this year ought to be removed from the shelves to make room for more fashionable goods. Critics who hold these views are quick to observe that universities have an irritating inertia . . . they tend to nurture their expertise in dead languages, aboriginal cultures and remote galaxies, even when it is unfashionable to do so. Our critics become advocates of stern disciplinary measures which would induce universities to become more "relevant" and "accountable".

Universities are, of course, interested in silicon chips, digital switching, fibre optics, computer networks and robotics. They have helped to create these technologies and are ardent users of them. But most universities

are founded on values which are not, in their essence, materialistic. When we have created the ultimate technology for communication, it is important, finally, to have something of substance to communicate. This is why James Ham, himself an electrical engineer, in his installation address six years ago, affirmed his belief that the humanities — the study of human thought, the arts, languages, literature and civilizations — must be at the heart of the university.

What our critics sometimes fail to appreciate is that universities are creative in ways which are perceived to be useful *because* they have been given the right to chart their own course, *because* they nourish the unfashionable, *because* they may be more interested in the seeds of a new technology than in the application of what is already known, *because* they encourage contact among scholars from a wide academic domain.

The attitudes of some critics and of some governments have induced in the universities a deep-rooted mistrust. After 15 years of severe financial constraint, with little evidence of appreciation of the situation, universities and their faculty members have tended to become cautious and defensive.

If, within the next few years, we are able to bring to an end these misunderstandings, to re-establish mutual trust between universities and governments, some uniquely creative enterprises might grow in Canada. I would like to see a university which was able to commit all of the energy and skill of its faculty and administrators to the primary tasks of teaching and research and to novel partnerships in this work with public and private institutions. The opportunities are boundless and they are not beyond our reach.

Finally, I should like to reflect for a few moments on what it means to be president of this university. I have read carefully the University of Toronto Act, which affirms that the president "shall be the chief executive officer of the University and . . . shall have general supervision over and direction of the academic work of the University and the teaching and administrative staffs thereof". I have read the words of several of my predecessors about the presidency, and also the words of their critics. I have received a great many letters from members of this community in which you have made clear your expectations of me, and these expectations have given me cause for a great deal of reflection.

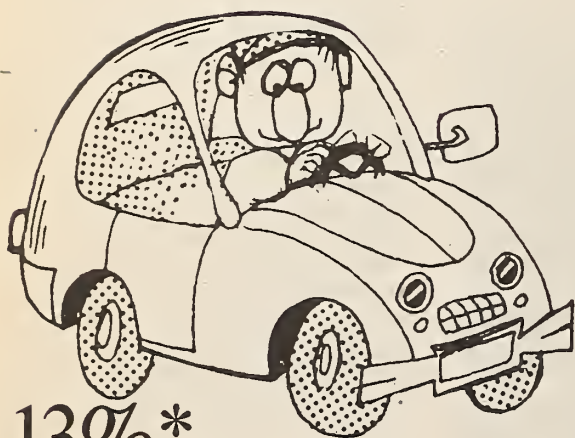
One of you called for "inspired leadership", a challenge which troubled me for a time, as I have difficulty in regarding myself as "inspired". My Scottish heritage permits me to describe myself as sober, prudent, even thrifty; my record allows me to claim some relevant experience and capacity for hard work . . . but inspiration is more elusive. I thought of the possibility of divine inspiration, but Section 13 of the University of Toronto Act appears to grant to my learned colleagues of Victoria, St. Michael's and Trinity exclusive and unfettered rights to this source of guidance.

Finally, as I completed my preparation for this address, a new insight came to me. I realized that what I have written down and what I have said to you this afternoon is exactly this, that I am inspired — inspired by this institution, by its history, by its achievements, by its treasures, and above all, by its people. I shall endeavour to remain open to such inspiration; I shall count on all of you to continue to provide it. With your help, I hope that I shall be able to give to the University of Toronto the quality of leadership which it deserves.



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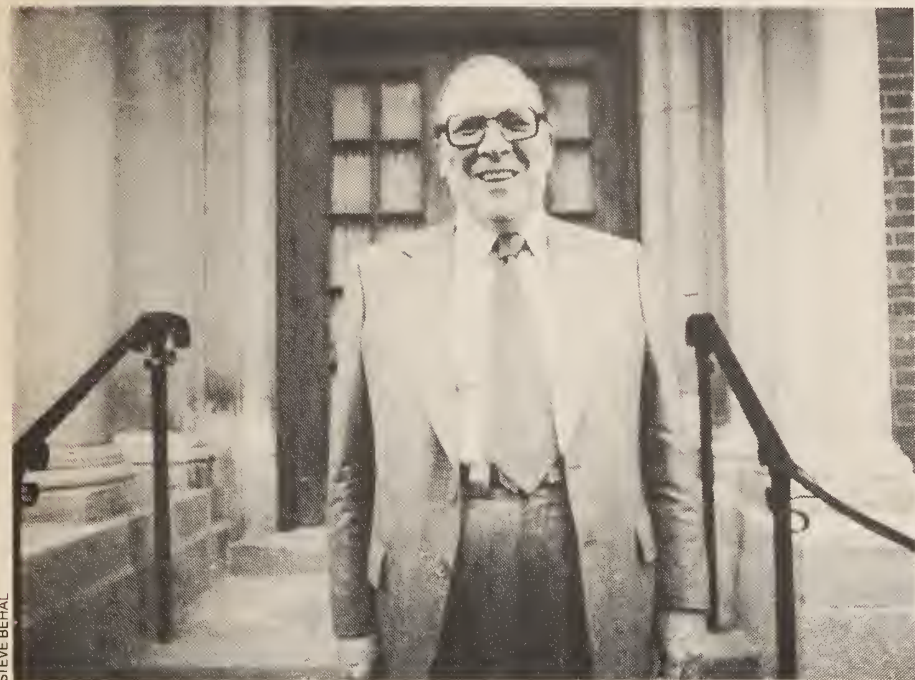


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# William Foulds receives first Chancellor's Award



STEVE BEHAL

by Judith Knelman

**W**illiam D. Foulds, assistant dean and secretary of the Faculty of Arts & Science for 24 years, has been named the first winner of the Chancellor's Award.

The award, named for Chancellor George Ignatieff, who suggested the establishment of a parallel award to the University of Toronto Alumni Faculty Award, is to be given annually by the U of T Alumni Association (UTAA) to a past or present administrative staff member of U of T whose length of service and dedication to the University community have resulted in an outstanding contribution.

Fourteen people were nominated for the award. "The quality of the nominations was exceedingly high," says Ed Thompson, assistant director of the Department of Alumni Affairs. "I'm told it was a difficult choice." The committee that decided on the winner consisted of the Chancellor, President George Connell, Ken Crooke, a UTAA director and chairman of the committee, George Edmonds, president of UTAA, Peter Dyson, president of the University of Toronto Faculty Association, Jack Wright, chairman of the UTAA university affairs committee, and Dan Abrahams, president of the Association of Part-time Undergraduate Students.

Foulds will be presented with a certificate and a gift at a dinner in his honour Nov. 27 at Hart House. Hart House was also the scene of a dinner in his honour on May 18, 1983, when the faculty marked his retirement and he was lauded for "a tremendous level of commitment to carrying out fairly and soundly the work of administering a complicated, if not baroque, faculty in the best possible manner" by David King, registrar of Innis College. "One may speak glowingly of the glories of the Faculty of Arts & Science: the high quality of the students enrolled and the impressive academic credentials of the teaching staff," said King at the time. "I would like to suggest that whatever we have of value today is in large measure the result of the continuing presence of Bill Foulds."

Foulds was known for the human touch he insisted on maintaining in the faculty despite its growth. Often he would intervene on behalf of students who were the victims of automatic applications of policy, playing a moderating role in the days before there was a University ombudsman. Says Colin Dobell, executive officer for admissions, who came to U of T in 1968 as Foulds' assistant: "One of his goals was to prevent the relentless execution of policy without regard to the needs of the student."

"His infinite store of good common sense and concern that justice be done would often result in the resolution of a problem before it got to the petition stage."

Foulds, who began his career as a teacher doing academic upgrading for veterans, found that as the faculty expanded he had less and less direct contact with students, but the job was nonetheless fulfilling. "I often said that my contact seemed to be with the people who had problems rather than others."

In the fall of 1945 he was hired by U of T as a liaison officer with the Department of Veterans' Affairs, and in 1952 he became assistant registrar of the University and secretary of the Faculty of Arts. In 1983-84 the full-

time enrolment in the faculty was 11,647 and the part-time enrolment 6,266; in 1952-53 there were 4,838 full-time and 211 part-time students in the faculty and 12,050 full-time students in the entire University.

At that time, the offices of the Faculty of Arts and the registrar were in Simcoe Hall and Moffatt Woodside had just taken over as the first full-time dean. The faculty office was subsequently moved to 45 St. George St., since torn down, and then to the old book store, where the ombudsman's office is now located, before moving into Sidney Smith Hall in August 1961. "It was barely finished," recalls Foulds. "They'd just laid the tiles the night before we moved in. We didn't have doors, or, in some cases, windows. The idea was to have the faculty office and all the non-science departments in one building. That lasted a year — there simply wasn't enough room."

As secretary to the faculty's committees and subcommittees, Foulds was responsible for the efficient running of the Council and, later, the faculty's General Committee. He was also responsible for maintaining student records in the faculty from 1952 to 1974. Though he has retired, he still comes in two mornings a week to work on projects for his successor, Peter Harris, and "against my will" is writing a history of the faculty during his years here.

He is also working on a history of the Faculty Club, which he served as secretary for 23 years, and assists occasionally at the club, where the small dining room was named for him on his retirement in recognition of his contribution.

In May 1983 the club held a members' reception to name the dining room and unveil the portrait of him that hangs there. "I enjoyed it, though I guess you're always embarrassed when people say nice things about you," says Foulds, who generally does not like fuss. "But I always sit with my back to my picture."

## Faculty of Medicine urges leaders to end threat of nuclear war

"As physicians, we believe a nuclear war would be the final epidemic."

This was the grave message of a resolution passed at a recent meeting of the Council of the Faculty of Medicine. The resolution has been sent by Dean Frederick Lowy to Konstantin Chernenko, Ronald Reagan, Brian Mulroney, External Affairs Minister Joe Clark and Canada's disarmament ambassador Doug Roche.

The 260-word missive states that medical facilities and personnel would be inadequate to treat the wounded after a nuclear attack. It also argues that the arms race is costly not only in dollars — dollars which could be directed at treatable diseases — but in psychological damage to young people who fear they have no future.

Everything possible must be done to end the arms race and avert nuclear war, concludes the resolution.

No direct response from the persons addressed is expected, said Lowy in an interview, though letters acknowledging receipt will likely trickle in from functionaries in their respective offices. Lowy said he was advised by Chancellor George Ignatieff, a career diplomat, on matters of protocol in addressing and delivering the resolution.

"I guess we feel that whatever influence it has," said Lowy, "whether very slight, or somewhat greater, is worth exerting, in order to raise the consciousness of people in decision-making positions that there are citizens out there who are worried about this."

Most of the faculty council members who voted in favour of the resolution felt that it was particularly important for people in health sciences to take a stand on the arms issue, said Lowy. "We are supposed to be experts on the effects of noxious agents," he added.

Lowy noted that post-nuclear scenarios that include a sufficient medical structure to care for victims can still be found occasionally in government documents.

However, the "medical expertise" aspect of the resolution is less significant than the concerns of the council members as citizens, Lowy said.

The resolution was not passed unanimously. Those opposed argued that only western governments are subject to this form of persuasion. "They felt that public pressure of the kind we were hoping to add to, if effective at all, would only affect Canada, the United States, and so on, and would have no effect whatsoever on eastern Europe," Lowy said.

"So what we were advocating in the resolution, according to these critics, was unilateral disarmament."

Lowy agreed this was an important consideration, but maintained that "there is some reason to believe that on this issue, the Soviets also are subject to some pressure, and, of course, common sense."

Lowy said the faculty has not planned any further gestures of protest against the arms race.

## Portugal honours Kurt Levy

Professor Emeritus Kurt Levy, former chairman of the Department of Spanish & Portuguese, has received an award for outstanding contribution to Portuguese culture from the government of Portugal. Levy was presented with the Ordem do Infante Dom Henrique award by Portuguese ambassador to Canada Luis Navega in a ceremony at the Faculty Club Nov. 7.

While chairman of the department, Levy increased the number of Portuguese language and literature courses from a few to a full undergraduate program. He also supported cultural activities in the Portuguese-Canadian community.

A specialist in Spanish-American literature, Levy has also received honours for his contributions to Colombian culture. This summer, President Belisario Betancur of Colombia presented Levy with the Order of San Carlos, Colombia's most prestigious service award.

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## 'Musical Chairs' dinner to honour Beckwith

A dinner and concert celebrating the establishment of the Jean A. Chalmers Chair of Canadian Music and honouring its first holder, Faculty of Music composition professor John Beckwith, will be held Dec. 1 at Hart House.

Called Musical Chairs, the evening will combine Canadian cuisine and "appropriate Canadian music". After dinner, there will be a speech by Beckwith followed by the first Toronto performance of his "Arctic Dances". Also slated for presentation are a new work by music faculty professor Walter Buczynski and a poem by James Reaney, both written in honour

of Beckwith. Reaney has collaborated with Beckwith in the past on music theatre projects.

The Jean A. Chalmers Chair was established over the summer with the sponsorship of the Canadian arts benefactors Floyd and Jean Chalmers. The function of the chair is to oversee the Faculty of Music's newly created Institute of Canadian Music.

Musical Chairs is co-sponsored by the institute and the U of T Alumni Association, which plans further social events of this kind to celebrate University accomplishments.

For tickets and information, telephone 978-8991.

## Review of the Institute for Policy Analysis

A committee has been struck by the dean of the School of Graduate Studies to conduct the quinquennial review of the Institute for Policy Analysis on the completion of the current director's five-year term. Members of the committee are: Prof. J.B. French, assistant dean, School of Graduate Studies (*chairman*); Prof. T.A. Wilson, chairman, Department of Economics; Prof. J.S. Dupré, acting chairman, Department of Political Science; Prof. I.M. Drummond, vice-dean, Faculty of Arts & Science; Prof. A.N. Doob, director, Centre of Criminology; Professors M.A. Fuss and G.V. Jump, economics

and the Institute for Policy Analysis; Maeve McMahon, student representative, Division II, Council of the School of Graduate Studies; and M.D. Johnson, School of Graduate Studies (*secretary*).

Faculty and students wishing to make submissions to the committee should write directly to the secretary of the committee, School of Graduate Studies, 65 St. George St., as soon as possible.

## Search committee, dean of management studies

A search committee has been named to recommend a successor to Professor D.J. Tigert, whose term as dean of the Faculty of Management Studies ends June 30, 1985.

The members of the search committee are: Prof. Brian Merrilees, vice-provost (*chairman*); Professors G.S. Day, W.R. Waters, H.J. Arnold, M.J. Bryant, management studies, and J.A. Sawyer, management studies and economics; Prof. A.M. Kruger, economics and principal of Woodsworth College; Prof. Nancy Howell, associate dean, Division II, School of Graduate Studies; Dean Robert Prichard, law; Lou Hollander, president, Reichhold Ltd.; Peter Dacin, PhD Students' Association; Jim Hartford, Graduate Business Council; Gregory Kanargelidis, Commerce Students' Association; Beata Sitarz-FitzPatrick, executive assistant to the vice-provost (*secretary*).

The committee invites nominations, applications and/or comments.

## Committee Highlights

### The Planning & Resources Committee — October 15, 1984

- recommended that the planning and resources implications for the MHSc in clinical biochemistry be approved, subject to the approval of the Academic Affairs Committee for the establishment of the academic program. The program is to explore the science of clinical laboratory measurement with the emphasis on innovation and quality control. It is intended to give students a scientific background in addition to their technical knowledge
- recommended that the University make available for sale or development the Baie du Dore Research Station, located on the Bruce Penin-

sula. The station, acquired in the 1960s, has been used and managed by the Institute for Environmental Studies and, recently, by the Great Lakes Institute, a part of the University of Windsor. IES use of the station has declined and the University of Windsor has made proposals to purchase the property. The committee recommended that the proceeds of sale or development of the station, which was purchased with funds raised by IES, be used to create an endowment to fund the acquisition of laboratory equipment for IES; and that if IES ceases to exist or assumes a substantially different role, the endowment revert to general University use. The property was acquired for about

\$9,000. The depreciated replacement value has been estimated at slightly more than \$210,000

- approved as a capital project the proposal for construction of a laboratory for tritium research at the Institute for Aerospace Studies on the understanding that the approximate maximum cost will be \$140,000, subject to the administration being assured of sufficient funding to complete the project and the understanding that it may be possible to develop the laboratory by means of conversion of existing space for lower cost

## In Memoriam

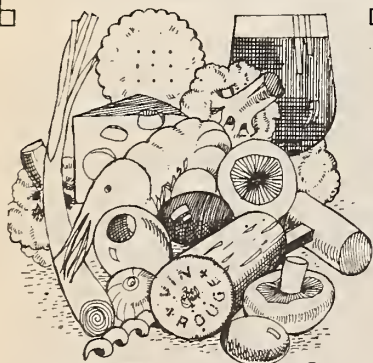
Madeline O'Grady, assistant to the registrar, St. Michael's College, Oct. 30.

Miss O'Grady was born in Montreal in 1910 and graduated from St. Michael's Academy. She taught English at Montreal secondary schools for 20 years until 1949, when, on invitation from St. Michael's College registrar Father Charles Lavery, she accepted the position as assistant, a post held until her 1977

retirement. Other registrars she worked with were Fathers Hugh Mallon, Brian Hennessey and Harold Gardner. Miss O'Grady assumed responsibility for the maintenance of records and statistics, but as need arose, assisted in various other administrative functions.

During her 28 years at St. Michael's College, she saw student enrolment more than quadruple. She served staff

and students with a quiet professionalism and competency which was much appreciated as administrative work burgeoned, said Fr. Gardner. Miss O'Grady retained an interest in events and staff at the college long after her retirement.



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# Connaught funds sought for innovations foundation

The Planning & Resources and Business Affairs Committees have recommended for approval a five-year plan that would redirect the interest generated by \$1.5 million in Connaught Fund money to the operating budget of U of T's Innovations Foundation.

The recommendation from Vice-Presidents David Nowlan (Research and Government Relations) and Alec Pathy (Business Affairs), calls for the \$1.5 million to be set aside in a special trust account. At the end of five years or sooner, the money would be returned to the Connaught Fund, along with the lost interest.

It is also proposed that one-half of all surpluses gained by the foundation 10 years after repayment be transferred to the Connaught Fund. This potential for extra income, say the vice-

presidents in a memo to the committees, establishes the "rationale" for approaching the Connaught Fund for aid to the foundation.

"... The case for using Connaught money rests principally on the possibility that a successful Innovations Foundation could provide the money required to help replenish a fund that, in inflation-adjusted value, has been diminishing since it was created."

Since the Innovations Foundation came into being in 1979 to assess and develop the commercial potential of inventions emerging from the University, the fund has supplied \$50,000 yearly to its operating budget, an amount matched by a special president's grant consisting of private donations.

This support, however, is described as "minimal" by the vice-presidents.

They say that in spite of low funding the foundation has met expectations and actually exceeded original forecasts in numbers of inventions reviewed and commercial agreements written.

Between the time of its creation and the end of 1983, the foundation awarded 18 licences on 50 patents, which in turn were selected from 180 applications from University inventors. The foundation also subcontracted \$1.4 million of research work to the University, of which approximately \$500,000 was extra revenue not offset by costs.

Although the foundation is not yet self-supporting, Nowlan said in an interview, the case can be made that it has returned to the University as much as it has received in the last five years, by way of this extra income from contracts.

The foundation was expected to be self-financing by 1984, but, said Nowlan, the expectations of royalty flow at that time were optimistic. He also said that successful similar operations at other universities generated similar earnings in their early years. "It is a very slow process, transferring technology to the private market."

Without the Innovations Foundation, he added, inventions belonging to the University would still have to be processed, likely at greater expense.

Said Nowlan of the chances of the foundation's returning a surplus after five years: "By no means is it certain, although personally I am quite bullish

on it. What is certain, however, is that without our underwriting it, there won't be an Innovations Foundation."

He said there are U of T inventions currently being processed by the foundation that show potential for high returns, notably the HUBNET computer network system developed by Professors Stewart Lee and Peter Boulton. "It almost always takes close to 10 years to know whether you have a 'big one'," said Nowlan, "but the royalty flow can be quite substantial from a single invention, if it is one of those big ones."

"But we're not putting this proposal forward directly in anticipation of there being a big one. I think we have a more practical understanding now of how innovations foundations work, and what anticipations are reasonable of them."

According to the vice-presidents' memo, the Connaught Committee has already expressed its approval of the plan. Other sources of income for the foundation, including the IDEA corporation, are being pursued, although extensive canvassing of the private sector has been rejected on the grounds that the University would be compelled to sacrifice potential returns for such support.

The advantage of the present plan is that it calls for a transfer of funds from one U of T body to another. The foundation is a wholly-owned subsidiary of the University employing four staff members.

## U of T scientist to co-chair review of Great Lakes agreement

Professor Henry Regier of the Institute for Environmental Studies and the Department of Zoology is to co-chair a binational scientific review of the Great Lakes Water Quality Agreement.

The one-year review will be conducted jointly by the Royal Society of Canada, which has received a \$136,500 grant from the Donner Canadian Foundation, and the US National Research Council, whose participation is being funded by the William H. Donner Foundation. Also chairing the review is Professor Orie Loucks of Butler University, Indianapolis.

Fifteen Canadian and American scientists will review the success of the 1978 agreement, which committed Canada and the United States to work together to reduce pollution in the Great Lakes. The reviewers will focus particularly on the adequacy of technical knowledge and institutions that carry out the agreement. A report of their findings will be submitted to both governments and released to the public.

At a symposium earlier this year, scientists identified their major concerns as control of toxic substances and phosphorus, winter navigation and increased consumption of water.

The scientific community is taking this initiative, according to Regier, because no public review of the 1978 agreement or its 1972 predecessor has ever been carried out.

The 1978 agreement had no requirement for public review or accountability, although the International Joint Commission (IJC) was to report every two years in a watchdog role. The IJC, however, was kept under strength, said Regier, and produced its first report, in 1982, two years late.

U of T physics professor George Garland, foreign secretary of the Royal Society of Canada, was instrumental in developing the review project. Garland said he hopes the chief recommendations of the independent scientific review will become well known and encourage more public discussion of water quality issues. A similar binational analysis was done a few years ago on the question of acid rain. "The issue needed review by an independent group and the application of scientific judgement."

Regier said that by making their findings public, scientists would be carrying out their responsibility within a democratic society. "The 1982 IJC report contained strong indictments of lack of governmental commitment," he said. "Nonetheless, government scientists may welcome this review. I expect their cooperation — we're part of the same network. I don't think they'll withhold information." Regier also said the "high credibility" of the sponsoring organizations would help the review.

He rejected the notion that scientists were calling government on the carpet. "We'll both find fault and praise — I expect the review to be more helpful than destructive. The Ontario government, for example, has done well on phosphate control, but is lagging in dealing with contaminants." Funds for phosphate control were stalled in the US during the 1970s, he added, citing poor performance in this regard on the part of the Ohio government.

Garland said the Royal Society intends to involve economists and sociologists in the review to study the human and economic impact of water quality, in contrast to the American participation, which will consist only of natural scientists.

## Senior alumni ready to work

The services of senior alumni volunteers are available to colleges and faculties where budget cutbacks have curtailed services. Requests for assistance are passed on to the Alumni Talent Unlimited (ATU) committee of senior alumni through the assistant director of alumni affairs, Ed Thompson, at Alumni House (978-8991).

The voluntary service is *not* a substitute for paid employees. Applications to ATU must be in writing for validation.

Senior alumni volunteers have already proved their worth in such activities as alumni record tracing, library and archival projects, campus and library tours, registration, mailing, manning polling stations and working with disabled students.

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# Research News

## American Society of Heating, Refrigerating & Air-Conditioning Engineers Inc.

ASHRAE invites the submission of proposals to do research on:  
Effect of duty cycling on motors and HVAC (381-TRP).

The deadline date at ASHRAE is *December 28*. For further information, please contact ORA at 978-2163.

## Atkinson Charitable Foundation

The trustees of the Atkinson Charitable Foundation have notified the University that funds for research, for the specific areas of geriatric blindness, deafness and children's diseases, will be severely restricted in 1985.

## Canada Council

Under its program of cultural exchanges with other countries, the Government of Canada (Department of External Affairs) offers grants to cultural organizations to support visits to Canada of distinguished foreign artists.

The host organization will receive a stipend of up to \$1,000 a month for the visitor and a guarantee of the visitor's return air fare at economy rates. The period of tenure can extend from two weeks to four months, but a visit of less than two weeks will not be considered. An artist may be invited to Canada for a longer period of time but the grant from the Government of Canada will be limited to four months.

Completed visiting foreign artists applications must be

submitted to the Canada Council before *December 15*. Grants must be used between April 1, 1985 and March 31, 1986. For further information and application procedures, contact ORA at 978-2163.

## Diabetes Canada

Fellowship awards will be available for post-doctoral research training to candidates holding either an MD or PhD. These awards are primarily designed for Canadian citizens or permanent residents and are intended to be tenable in Canadian institutions.

Research scholarship awards are intended to support the salary of a new or recently appointed faculty member at a Canadian institution, who will spend at least 75 percent of his or her time engaged in research related to diabetes.

The deadline date for both awards is *January 4*. For further information, please call ORA at 978-2163.

## Health & Welfare Canada

A new application form for National Health Research & Development Program (NHRDP) research projects has now been received by ORA. The new form has been revised and Health & Welfare Canada suggests that it is in the investigator's best interest to use this latest version for projects submitted for the *December 1* deadline.

Application instructions found in the current NHRDP Project Guide 1983-84 are otherwise unchanged except investigators are asked to submit **eight** copies of com-

pleted applications, beginning this year. A new application form for training awards (MSc and PhD fellowships) is also being prepared and supplies are expected in late November.

Health & Welfare Canada's areas of priority research interest remain those announced in September 1983: Organization and delivery of health care; Environmental health hazards; Primary and secondary illness prevention; Habilitation and rehabilitation; Health of native peoples.

For further information on these and other programs offered by Health & Welfare Canada, please contact ORA at 978-2163.

## National Cancer Institute of Canada

The institute has made several changes to its personnel support — career appointments and training and study awards.

Effective with the 1985 competition, all initial studentships and fellowships will be for two years, and all applications for personnel support now have a *February 1* deadline. This will involve no change for most programs but will involve an adjustment for applications for clinical trials scholarships and research fellowships in clinical oncology.

Please consult the NCIC Support for Research and Training, September 1984 for more detailed information on these personnel pro-

grams. Copies of this guidebook may be obtained from ORA, Room 133-S, Simcoe Hall.

## Paralyzed Veterans of America Spinal Cord Research Foundation

The foundation offers modest funding for projects which focus on the furthering of technological advances in rehabilitative methods and devices, basic cure research for spinal cord injury and disease, and other areas beneficial to disabled individuals.

The deadline for receipt of applications is *January 2*. For further information, please contact ORA at 978-2163.

## Upcoming Deadline Dates

Canada Council — programs in writing and publishing: applications must be submitted six weeks before one of the four meetings of the board held each year (next meeting in December); visiting foreign artists: *December 15*; exploration grants: *January 15*.

Canadian Heart Foundation — fellowships: *December 1*.

Canadian Life Insurance Association — scholarships (nominations): *December 15*.

Canadian Lung Association — fellowships: *December 15*.

Canadian National Institute for the Blind, E.A. Baker Foundation — grants: *December 15*.

Canadian Thoracic Society — grants-in-aid of research: *December 15*.

Lady Davis Fellowship Trust — visiting professorships: *December 1*.

Diabetes Canada — fellowships, scholarships: *January 4*.

Environment Canada — Fisheries & Oceans: *December 1*;

Water Resources research program: *December 3*. (Guidelines and forms available at ORA.)

Gerontology Research Council of Ontario — research grants, fellowships: *December 1*.

Health & Welfare Canada — NHRDP, new projects: *December 1*.

Human Nutrition Research Council of Ontario — fellowships, project grants: *December 1*.

Huntington Society of Canada — fellowships, research grants: *December 31*.

International Union Against Cancer — Yamagiwa-Yoshida memorial international cancer study grants: *December 31*.

Japan Foundation — fellowships, institutional support, library support, teaching materials, training in Japanese language, publication assistance: *December 1*.

Labour Canada — technology impact research fund and university research program, grants-in-aid of research: *January 15*.

Malignant Hyperthermia Association — research grants: *December 15*.

MRC — biotechnology training centre and re-training grants, MRC fellowships, Centennial fellowships: *December 1*.

National Cancer Institute of Canada (NCIC) — all personnel support: *February 1*.

Ontario Mental Health Foundation — all personnel awards (except studentships): *November 30*.

Paralyzed Veterans of America — research grants: *January 2*.

Physicians' Services Inc. (PSI) Foundation — research grants: *December 17*. (Please note extended deadline.)

Damon Runyon-Walter Winchell Cancer Fund — fellowships: *December 15*.

U of T Research Board, Humanities & Social Sciences Committee — grants-in-aid, research travel grants: *15th of any month*; conference travel grants (April 1 - July 31): *January 15*.

# PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

## Friday, November 23

Daniel Robert Lawrence, Department of Education, "Dual Scaling of Multi-dimensional Data Structures: An Extended Comparison of Three Methods." Prof. S. Nishisato. Room 309, 63 St. George St., 10 a.m.

Sheila Fern Stober, Department of Education, "The Relationship between Conceptual Tempo and Metacognition." Prof. S. Mieztis. Room 111, 63 St. George St., 10 a.m.

Bernard Charles Moitt, Department of History, "Peanut Production and Social Change in the Daker Hinterland: Kajor and Bawol, 1840-1940." Prof. M. Klein. Round Room, Massey College. 2 p.m.

## Monday, November 26

Allan G. Levine, Department of History, "The Voice of the Canadian Grain Trade: A History of the Winnipeg Grain Exchange to 1943." Prof. J.M.S. Careless. Room 201, 65 St. George St., 10 a.m.

Fortunato Manganaro, Department of Biochemistry, "Purification and Characterisation of Monoacyl-Glycerol-Acyl Transferase from Rat Intestinal Mucosa." Prof. A. Kuksis. Room 309, 63 St. George St., 10 a.m.

Mary Cynthia Corcoran, Department of French Language & Literature, "A Stylistic Analysis of the

Poetry of Giraut de Bornelh." Prof. R. Taylor. Room 111, 63 St. George St., 3 p.m.

## Monday, December 3

Michael Menuhin Huberman, Department of Economics, "Auction or Contract? The Cotton-Spinning Labour Market in Lancashire, 1822-52." Prof. J.S. Cohen. Room 309, 63 St. George St., 10 a.m. (Rescheduled)

Catherine Marie Banic, Department of Physics, "Clustering of Neutral Molecules about Gas-Phase Ions." Prof. J.V. Iribarne. Room 309, 63 St. George St., 2 p.m.

Joseph R. Phelan, Department of Political Science, "Jefferson's Declaration of Independence and the Foundations of American Republicanism." Prof. T. Pangle. Room 301, 65 St. George St., 2 p.m.

## Wednesday, December 5

Darina Karla Vasek, Department of Slavic Languages & Literatures, "Czech Literature in the English-Speaking World: A Survey of Translations and Critical Reactions to Them, 1821-1978." Prof. G. Zekulin. Room 111, 63 St. George St., 10 a.m.

Christopher Michael Robinson, Faculty of Management Studies, "An Empirical Investigation of Error Correction Decisions Made by Auditors in Practice." Prof. L. Fertuck. Room 309, 63 St. George St., 2 p.m.

William Ernest Smythe, Department of Psychology, "Mental Imagery as a Personal Symbol System: Studies in the Composition of Imaginal Operations." Prof. R.S. Lockhart. Room 301, 65 St. George St., 2 p.m.

## Friday, December 7

Lyn Pemberton, Department of French Language & Literature, "Story Structure: A Narrative Grammar of Nine *Chansons de Geste* of the Guillaume d'Orange Cycle." Prof. P. Grillo. Room 309, 63 St. George St., 2 p.m.

Joel Bryan Rotstein, Department of Pathology, "A Study of Cell Cycle and Cell Population Kinetics during Chemical Hepatocarcinogenesis." Prof. E. Farber. Room 301, 65 St. George St., 2 p.m.

Carol E. Wilton-Siegel, Department of History, "The Transformation of Upper Canadian Politics in the 1840's." Prof. R.C. Brown. Round Room, Massey College. 2 p.m.

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# Installation of St. Michael's president to be historic ceremony

The Reverend James Kelsey McConica will be installed as the fourth president of the University of St. Michael's College by Cardinal Gerald Emmett Carter, Archbishop of Toronto, at the annual St. Michael's Convocation, to be held at 2.30 p.m. Nov. 24 in Convocation Hall. In conjunction with the installation, U of T will hold one of its fall Convocations.

Father McConica's installation will mark the first time at which separate degrees of Toronto and a federated university have been awarded in the same ceremony. In 1981, the principal of Victoria College, Alexandra Johnston, was installed at such a convocation and Toronto degrees were conferred on Victoria students, but Victoria University did not, on that occasion, confer its own degrees.

After Father McConica's installation and address, Carter, Chancellor of St. Michael's, will admit PhD and MA candidates to St. Michael's degrees in theology and other candidates in theology to conjoint degrees of St. Michael's and U of T. Chancellor George Ignatieff will then preside to admit St. Michael's candidates in arts, science and commerce to bachelor's degrees of U of T. Cardinal Carter, in his capacity as Chancellor of the Pontifical Institute of Mediaeval Studies, will then confer the licentiate in mediaeval studies on candidates of the institute.



Sid Smith beautification

A new look for Sidney Smith? The Faculty of Arts & Science is thinking about giving the edifice a facelift. A committee called Friends of Sidney Smith will be established by the dean's office early in January to look at everything from better landscaping to large-scale renovations. Faculty executive officer Elizabeth Wilson will be chairperson. Suggestions, delivered to the dean's office, are welcome. (Dean Robin Armstrong says demolition has been ruled out.)

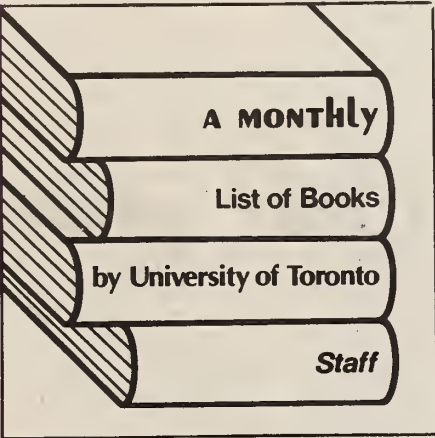
## Books

Catching Up  
September

**Young Offenders and the State: A Canadian Perspective on Delinquency**, W. Gordon West (Butterworth & Co.; 288 pages; \$19.95). West argues that Canadian young offenders' institutions — schools, courts, reformatories, group homes and jails — are not politically neutral. They exist, writes West, not simply to "control

delinquency", but to thwart perceived threats to the social order by largely working-class and minority youths. This subtle yet pervasive form of social manipulation reinforces existing class, gender, race and age relations,

ultimately generating further delinquent behaviour. The author analyzes methodological problems in dealing with official data, and finally proposes new directions in academic research on juvenile delinquency.



## Notebook

Kay Takenaka did her usual outstanding job on the installation of the president and fall Convocation in spite of a broken foot. The Takenakas will have a holiday in December, mostly for the sake of her husband, who, she says, has been doing all the housework.

Alexandra Johnston, principal of Victoria College, opted to write her own prayer for the installation rather than use the University Prayer, written by a committee with the usual committee objective of offending no one. She will, however, read the University Prayer at Convocation this week.

Sports once played an important part in installations. At one traditional Saturday-after football game, newly-installed President Sidney Smith tore the red-and-white McGill colours from the lapel of a member of the Board of Governors. And news of Canada's 1972 win against Russia in the first Canada/USSR hockey series was passed from the band's tuba player (who had one ear to a transistor radio) to John Evans on stage, who announced the score.

At Sidney Smith's 1945 installation, two scientists who collaborated on the atomic bomb were awarded honorary degrees. Newspaper headlines called it "the atomic installation". Representatives came from universities in Cairo, Hong Kong, Melbourne, Capetown, Belgium and Czechoslovakia, to name only a few. Commonwealth universities are no longer invited to installations because we can't afford it — they often asked U of T to pay their expenses.

Prime Minister Sir Wilfrid Laurier stood out in his pink and crimson gown at Robert Falconer's 1907 installation. Mackenzie King brought greetings to his alma mater from Harvard, where he was working on a PhD.

Plus ça change . . . Falconer's installation address cited "the prejudice which unfortunately existed among businessmen that professors are naturally a society of aliens."

At his installation, President George Connell wore the soft, beret-style academic bonnet (sometimes called the Cambridge bonnet, but used by many universities) because he finds mortarboards "uncomfortable". He expects to wear the bonnet, made specially for him, on future ceremonial occasions.

In the middle of Connell's installation speech at Western, his predecessor, in the audience, fainted. "I was standing there absolutely stupefied, speechless, watching this body being carried out of the hall . . . not knowing if he was alive or dead. On the spur of the moment, I decided to carry on and finish my speech. That brought the ceremony to an end. I rushed out to find out how he was. No one knew, except that he'd been taken to hospital.

"We were expecting a thousand guests at home, so I went home, thinking that perhaps I'd find out how he was when I got there.

"When I walked through the front door, there he was — smiling, beaming, with a drink in his hand, greeting me and welcoming me to my own house. It was just a transient fainting spell of no particular significance, but what a time for it to happen!"

University of Toronto

# Canadian Astronaut Marc Garneau 41-G: An Incredible Odyssey

Marc Garneau will talk about his recent space mission and show the film he made in space

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# Article 6: salary and benefits

Below is the replacement for Article 6 in the Memorandum of Agreement agreed to Nov. 14 by representatives of the University of Toronto Faculty Association and the administration. President George Connell will ask Governing Council to approve it at a special meeting Nov. 20. The UTFA council ratified it Nov. 15.

NOTE: The dates stated in the following are not meant to be final but to reflect the objective of having a procedure that ends by approximately April 15 of each year.

1. Salary and benefits for faculty members and librarians shall be negotiated annually in accordance with the following procedures.
2. The Association or the University shall, prior to the month of December in the academic year in which the current agreement on salaries and benefits expires, give written notice to the other party expressing its desire to negotiate in respect of salaries or benefits, or both. The notice shall specify matters sought to be amended, added or modified.
3. The parties shall meet within 4 weeks after the giving of notice and shall negotiate in good faith and make every reasonable effort to reach an agreement.
4. The parties shall with reasonable dispatch provide each other with such data and documentation as may be reasonably requested to enable full and rational discussion of salary and benefit matters.
5. If agreement has not been reached by Jan. 15 following the giving of notice, a Mediator/Fact Finder shall be appointed by mutual agreement. If the parties are unable to agree upon a Mediator/Fact Finder by Jan. 20, the Chief Justice of Ontario, or in his absence, the Associate Chief Justice of Ontario, shall be asked to make the appointment upon the application of either party.
6. Within one week after the appointment of the Mediator/Fact Finder, each party shall give written notice to the Mediator/Fact Finder and to the other party setting out the matters relating to salary and/or benefits that the parties have agreed upon for inclusion in an agreement, the matters remaining unresolved, and the positions of both parties with respect to each unresolved matter.
7. The Mediator/Fact Finder shall meet with the parties and endeavour to effect agreement on the unresolved matters.
8. After the conclusion of mediation, but prior to the preparation and publication of the report of the Mediator/Fact Finder as hereinafter described, the parties shall meet at least once with the Mediator/Fact Finder. At that meeting, the Mediator/Fact Finder may convey to the parties on a confidential basis, what the Mediator/Fact Finder regards as an appropriate settlement

of the unresolved issues or the range within which the parties should attempt to reach settlement.

9. Where the parties are unable to reach agreement on unresolved matters, the Mediator/Fact Finder shall make a report without recommendations setting out:
  - (a) the position of the parties arrived at at the conclusion of mediation,
  - (b) documents submitted by the parties or called for by the Mediator/Fact Finder.
10. In the event that there is no agreement between the parties after the foregoing steps, the Mediator/Fact Finder shall submit his report to the parties within 20 days after the date of his appointment.
11. Neither the Mediator/Fact Finder nor the parties will publish such report during the period of 10 days after receipt thereof, and during such period, the parties shall meet and continue to negotiate in good faith in an endeavour to reach agreement on all unresolved matters. After the expiry of 10 days from the date of delivery of the report of the Mediator/Fact Finder to the parties and failing agreement on the unresolved issues, the Association and the University shall jointly publish the report of the Mediator/Fact Finder in the University of Toronto *Bulletin*.
12. The Mediator/Fact Finder shall establish his own procedure and where the Mediator/Fact Finder requests information, the parties shall make reasonable efforts to provide the Mediator/Fact Finder with full and complete factual information which shall be communicated to the other party.
13. Failing agreement on salaries and/or benefits within 7 days after the report of the Mediator/Fact Finder is made public, all unresolved matters may be referred to a Dispute Resolution Panel. The Dispute Resolution Panel shall be composed of three (3) panelists, one panelist selected by each of the parties and a third panelist who shall be Chairman.
14. The procedure for appointing the Dispute Resolution Panel shall be as follows:
  - (a) the party referring the unresolved matters to a Dispute Resolution Panel shall, in its notice of referral, advise the other party of the name of its panelist to the Dispute Resolution Panel;
  - (b) the recipient of the notice shall appoint its panelist to the Dispute Resolution Panel within 5 days of being notified by the other party of the name of its panelist;
  - (c) within 10 days from the naming of the panelist referred to in (b), the following individuals shall be requested to serve, in the alphabetical order shown below, as Chairman of the Dispute Resolution Panel and shall serve thereafter where agreed to by the parties: Mr. Justice Charles Dubin, Mr. Justice Alan Gold, Mr. Don Munro, Mr. Justice Sidney Robins. In the event that none of the persons listed above is willing and able to act, then;
  - (d) the two panelists selected shall make every reasonable effort to agree upon a third person to be Chairman of the Dispute Resolution Panel. If the two panelists fail to agree, within 15 days from the naming of the panelist referred to in (b) above, upon a person who is willing and able to act as Chairman, the Chief Justice of Ontario, or in his absence, the Associate Chief Justice of Ontario, shall be asked to make the appointment upon the application of either party;

- (e) in the event a party fails to appoint its panelist, the Chief Justice of Ontario, or in his absence, the Associate Chief Justice of Ontario, shall be asked to make the appointment upon the application of the other party.

15. The Mediator/Fact Finder shall not be eligible to serve as a member or Chairman of the Dispute Resolution Panel.

16. The Dispute Resolution Panel shall make every reasonable effort to issue a unanimous report which shall attempt to reflect the agreement the parties would have reached if they had been able to agree. In endeavouring to reach a unanimous report the members of the Panel may confer with their appointing parties. The members of the Panel shall make their decision without taking into account the possibility that it may be repudiated by Governing Council.

17. The Dispute Resolution Panel shall prepare a report setting out recommendations for terms of settlement together with reasons in support thereof.

18. Before preparing a report, the Dispute Resolution Panel shall hold a hearing after giving both parties appropriate notice. The Dispute Resolution Panel shall determine its own procedure but shall allow each party to:
  - (a) be represented by counsel or an agent;
  - (b) call evidence and make submissions and arguments, oral and written; and
  - (c) conduct cross-examination of witnesses at the hearing.

19. The jurisdiction of the Dispute Resolution Panel shall encompass only those unresolved matters relating to salary and benefits that have been referred to it by the parties. The Dispute Resolution Panel shall, however, take into account the direct or indirect cost or saving of any change or modification of any salary or benefit agreed to by the parties in making its recommendation for terms of settlement.

20. The report of the Dispute Resolution Panel together with any minority report shall be issued to the parties no later than 20 days after conclusion of the proceedings before the Dispute Resolution Panel. It is agreed that neither the Panel nor either of the parties will publish such report for the period of 10 days after the receipt thereof.

21. If the parties fail to reach agreement within 10 days after delivery to them of the report of the Dispute Resolution Panel, the report shall be made public. Publication shall be made jointly by the parties in the University of Toronto *Bulletin*.

22. In the event the report of the Dispute Resolution Panel is unanimous on all matters referred to it by the parties, the recommendations for terms of settlement contained in the report shall be binding on the parties.

23. If the report of the Dispute Resolution Panel is not unanimous on all matters referred to it, the recommendations for terms of settlement of the majority of the Panel, or in the event there is no majority report, in the report of the Chairman, (hereinafter referred to as a "non-unanimous report"), shall be binding on the parties unless repudiated within 15 days after the date of publication of the report in the University of Toronto *Bulletin* by a majority vote of Governing Council. Repudiation of a non-unanimous report by Governing Council shall be only on the recommendation of the President.

24. In the event of repudiation by Governing Council of a non-unanimous report and in the event no agreement is reached by the parties after the issuance by the Dispute Resolution Panel of a non-unanimous report, the matters in dispute shall be determined by Governing Council on the recommendation of the President of the University. The President's recommendation shall not be less favourable to faculty members and librarians than the administration's position before the Dispute Resolution Panel on all matters in dispute and shall incorporate:

- (a) all matters agreed upon by the parties both before and after the issuance by the Dispute Resolution Panel of its non-unanimous report, and
- (b) all matters upon which the Dispute Resolution Panel is unanimous.

25. If the settlement for any academic year is determined by decision of the Governing Council following repudiation of a non-unanimous report of the Dispute Resolution Panel, negotiations for the next academic year shall follow the procedure contained herein except that the report of the Dispute Resolution Panel shall be final and binding if unanimous, and if non-unanimous, the report of the majority of the Dispute Resolution Panel, or in the event there is no majority, the report of the Chairman shall be final and binding on both parties and there shall be no right to repudiate. The procedure contained in this paragraph 25 is subject to the Arbitration Act. The Chairman of the Dispute Resolution Panel under this paragraph 25 shall not be the same as the Chairman of the Dispute Resolution Panel established in the previous year.

26. If negotiations in any academic year are resolved without repudiation of the report of the Dispute Resolution Panel by Governing Council, the negotiating procedures contained herein, including the right to repudiate a non-unanimous report of the Dispute Resolution Panel, shall apply for the next academic year, and thereafter, unless repudiation of a non-unanimous report occurs again, in which case, the procedure outlined in paragraph 24 will apply.

27. The fees and expenses of the Mediator/Fact Finder and of the Chairman of the Dispute Resolution Panel and the costs of publication of any reports contemplated by this Article shall be borne equally by the parties.

28. No person shall be appointed as Mediator/Fact Finder or member or Chairman of the Dispute Resolution Panel who is an employee or officer of the University or a member of the Governing Council or who has a direct pecuniary interest in the matters coming before him or, within the period of six months immediately before the date of his appointment, has acted as a negotiator for either of the parties.

29. For greater clarity "days" as used herein means calendar days.

30. This Article 6, being part of the *Memorandum of Agreement*, shall continue in full force and effect as part of the *Memorandum of Agreement*; however, this Article 6 is severable from the *Memorandum of Agreement* and may be terminated by either party notifying the other in writing by no later than Nov. 1 following the issuance of a final and binding non-unanimous report pursuant to paragraph 25.

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# Eldorado: History prof tells the story of a crown corporation that worked

by Arthur Kaptainis

Trinity College history professor Robert Bothwell — who recently started something of a chain reaction as co-author of *The Great Brain Robbery* — has re-entered bookstores with *Eldorado*, a 435-page history, published by U of T Press, of the uranium mining and refining enterprise that fuelled both the US arms industry and Canada's love affair with crown corporations.

In a sense, Bothwell is an unlikely chronicler of Eldorado Nuclear Limited. He reacted to the first overtures of Eldorado executives with puzzlement. "I was the sort of person," he says, "who was politely passed through grade 12 on the understanding that I would never return to science."

"It was when I realized that this really was as much the history of public policy as it was the history of a single company, that the request became quite attractive. One of the directors put it to me quite bluntly: 'If we really thought this was just business history, we'd go out and get a real business historian and not you.'"

Especially relevant was Bothwell's previous work on C.D. Howe, the powerful Liberal government minister who included Air Canada, CNR, and the CBC among the public monoliths he either reorganized or created. Howe was also minister of munitions and supply during the Second World War, with the authority to regulate Canada's industrial output.

At the beginning of the war, Eldorado was a failing company which had wrongly hinged its future on challenging a Belgian interest's monopoly on the mining of radium. It would not have been of much interest to the Canadian government without the development of the Manhattan Project in the summer of 1942. In July the British High Commissioner informed Prime Minister King of the allied intention to develop a "military weapon of immense destructive force". However little he knew at the time of what specifically was being asked for, King was convinced Canada should do what it could. Even during that first meeting, Bothwell reports, the prime minister declared, "That's a job for C.D. Howe."

The job, as it turned out, was to take over Eldorado. There were good arguments, related to national security, for doing so. What had been that company's principal waste product — the uranium that remains after radium has been extracted from pitchblende — was suddenly a vital contribution to the war effort, and could not have been left in the hands of entrepreneurs. The first atomic pile was made of uranium from Eldorado's Port Radium site on Great Bear Lake. The uranium used in the first atomic bomb was treated at Eldorado's Port Hope refinery.

However, the wartime operations of Eldorado were spotted by poor management and poor communications with government officials. American orders negotiated by the company far exceeded supplies, and promises made by Howe himself to British officials, who expected to be treated as priority customers by a Commonwealth nation, could not be kept. It was after the war, during the US arms boom in the early 50s, that Eldorado became a model crown corporation: profitable, efficient, and, to a large extent, a diplomatic asset.

"In the overall picture of Canadian

foreign policy," explains Bothwell, "it was very useful to have a company like Eldorado around, mining and refining uranium . . . It showed we were doing our part for western defence."

Eldorado was also doing its part for the nation's balance of payments. For this, Bothwell feels, Canadians could thank a supervisory structure that was both streamlined and appropriately distanced from government sources of power. "In that whole period, 1946 to 1957," says the author, "Howe did not stick his hand into the company to change any particular aspect of the company's business. It was up to the board of directors to choose its own people, which was interesting, because there were several Tories on the board."

Unlike many current crown corporations, Eldorado was never abused by the government as a source of political sinecures. Board members acted as managers, and were responsible for areas that would normally be supervised by vice-presidents.

"It was plainly intended," says Bothwell, "that Eldorado should run in a businesslike way. Businesslike as Howe understood it, or indeed, as the business community outside would understand it."

Yet the ultimate control of the industry resided with the government. "In that sense," says Bothwell, "it was typically Canadian. The government was able to stay somewhat at arms-length from the uranium situation, to turn it over to a special agency which dealt only with uranium. But as long as it was seen as Canada that was doing this, it was advantageous from a foreign policy standpoint. It meant we didn't have to go along with some of the other American schemes."

Hindsight invites another question — whether Canada, through Eldorado, could have inhibited the arms race.

"That issue was raised," answers Bothwell, "in the very first memorandum that the Department of External Affairs got from the National Research Council and C.J. Mackenzie, the nuclear consultant, in 1946. He was asked whether Canada's uranium, back then or at any time, could have made a real difference. Mackenzie said no, that nuclear weapons could easily be built without Canadian uranium and without Canadian participation. So there never was any likelihood of our uranium being a real bargaining chip."

Nevertheless, says Bothwell, Canada was probably prepared, after the war, to internationalize its uranium mines if the United Nations had been able to establish a proper forum for the control of nuclear weapons. That proposal collapsed when it became apparent there was no possi-



PHOTOS COURTESY ELDORADO RESOURCES LTD



Above: Port Radium on Great Bear Lake, circa 1930s. The uranium first discarded by Eldorado went on to fuel the nuclear boom of the 1950s.

The mining of pitchblende would not prove profitable until the onset of the Cold War.

who knows where" during his first tour of the Port Hope refinery, or his struggles to absorb the fundamentals of geology, mining engineering and chemistry in the course of writing the book. Several Eldorado engineers and scientists are thanked in the acknowledgements in this connection for "attempting the impossible".

Bothwell went to even further extremes when examining the papers left by Marcel Pochon, Eldorado's first refinery manager. "Pochon lived more than the full Biblical span," Bothwell explains, "but he was certainly affected by his work. As it turned out, his papers, his favourite books, and his favourite everything, were radioactive."

"One of the AECL (Atomic Energy Canada Ltd.) engineers told me that he could even tell where Pochon got out of bed in the morning. So, in order to look at the documents I had to go down to Port Hope for a day, wearing a lab coat and gloves. It was low level radiation, but you had to observe some precautions, washing your hands, that sort of thing."

Bothwell discovered much of historical interest. There were lab records from the 30s and 40s and a novelized history of Union Minière, the Belgian mining company whose monopoly Eldorado was trying to crack. All this material had to be photocopied and destroyed in an isolated laboratory in Ottawa.

None of this has deterred Bothwell's interest in the history of the nuclear industry in Canada; he has already begun a history of Atomic Energy Canada Ltd. Will he be glowing in the dark after another four years of research? "No, there is certainly no dangerous radiation at these sites. Or at least none that anybody has told me of."

"So you can state my firm belief," he concludes with a laugh, "that I have not been subjected to any."

ility of agreement between the Soviet Union and the US. Each power felt it had a nuclear advantage over the other.

Bothwell's history ends with the American departure from the Canadian uranium market in the late 50s. This is when Eldorado ceased to be a vital security interest and an extension of Canadian foreign policy. It is also when the company ought to have been sold back to the private sector, Bothwell says. The recent announcement by the PC government that Eldorado, along with other crown corporations, will be offered for sale came as no surprise to the historian. Every government since that of Louis St. Laurent has considered the move.

Politics is not the only focus Bothwell has brought to his book. There are many colourful passages detailing early explorations as well as helpful plain-English synopses of highly technical processes.

Thus the reader of *Eldorado* can expect to learn a little about many things: the medical use of radium, the operation of mines, the race to split the uranium atom, crystallization and the acid-leach process. Bothwell now laughs as he describes his bedazzlement at the "thousands of pipes going

# Events

## Lectures

**Neuroscience Lecture Series 1984-85.**  
2172 Medical Sciences Building. 4 p.m.

**Biochemical Approaches to the Etiologies of Degenerative Brain Disorders.**

*Tuesday, November 20*  
Dr. Thomas Perry, University of British Columbia. (Psychiatry and Canadian Coalition for Neurological Diseases)

**Brain Mechanisms and Biological Rhythms.**

*Tuesday, November 27*  
Dr. Michael Menaker, University of Oregon. (Psychology and Royal College of Physicians & Surgeons)

**Mechanisms of Neuronal Plasticity in the Dorsal Horn of the Spinal Cord.**

*Tuesday, December 4*  
Dr. Lillian Pubols, Good Samaritan Hospital, Portland, Oregon. (Dentistry and Upjohn Co. Canada)

**Biochemical Studies of Cerebral Spinal Fluid and Brain in Psychiatric Disorder: A Promising Tool.**

*Wednesday, November 21*  
Dr. Thomas L. Perry, University of British Columbia. Auditorium, Clarke Institute of Psychiatry. 12 noon.

**Sexy Overtones and Coquettish Inflexions.**

*Wednesday, November 21*  
Prof. Renée Baligand, Department of French; University College lecture series. 179 University College. 4.10 p.m.

**Philosophy of Language at the University of Toronto**

**Psychology without Intentions.**  
*Thursday, November 22*  
Prof. Terry Tomkow, Dalhousie University. Croft Chapter House, University College. 4 to 6 p.m.

**How Can We Tell Whether an Utterance Has Truth Conditions?**

*Tuesday, November 27*  
Prof. Simon Blackburn, University of Oxford. Combination Room, Trinity College. 4 to 6 p.m. (Philosophy, Arts & Science, Brett Club-Trinity College and SGSAA Student/Faculty Relations Fund)

**When Memory Fails.**

*Thursday, November 22*  
Prof. Daniel Schacter, Department of Psychology. Council Chamber, South Building, Erindale College. 7.30 p.m. Tickets \$6. Information: 828-5214. (Associates of Erindale)

**A Changing Role for Canada in NATO.**

*Thursday, November 22*  
Major-General Leonard Johnson, retired National Defence College; University College lectures in peace studies. West Hall, University College. 8 p.m. (UC, Science for Peace, Women's International League for Peace and Freedom-Toronto Chapter, Jackman Foundation and Westwind Charitable Foundation)

**The National Theatre's "Oresteia", 1981-82.**

*Friday, November 23*  
Prof. R.B. Parker, Department of English. 113 Emmanuel College. 1.10 p.m. (Literary Studies, Victoria)

**Beyond the Positivity of the Social: Discourse and Antagonisms.**

*Friday, November 23*  
Prof. Ernesto Laclau, University of Essex. 3rd floor lounge, Sidney Smith Hall. 12 noon to 2 p.m. (Political Science)

**Hegemony: The Genealogy of the Concept.**

*Friday, November 23*  
Prof. Ernesto Laclau, University of Essex. Ontario Institute for Studies in Education, room to be posted. 8 to 10 p.m. (Sociology, Critical Pedagogy & Cultural Studies Group and OISE Chile Project)



ALL'S WELL THAT ENDS WELL at the Glen Morris Studio Theatre, Nov. 20 to 25. See Plays & Readings, page 17, for details.

**Leonardo da Vinci: The Scope of His Science.**

*Friday, November 23*  
Prof. Kim Veltman, Institute for the History & Philosophy of Science & Technology Alumni Hall, Victoria College. 8 p.m. (Renaissance & Reformation Colloquium)

**Dante's Commedia and the Classical Tradition: The Case of Virgil.**

*Wednesday, November 28*  
Prof. Robert Hollander, Princeton University. 400 Alumni Hall, St. Michael's College. 8 p.m. (St. Michael's, Italian and Centre for Medieval Studies)

Common room, Pontifical Institute of Mediaeval Studies. 2.30 p.m. (Medieval Studies and Dictionary of Old English)

**An Historical View of the Efficacy of Coronary Artery By-Pass.**

*Friday, November 30*  
Dr. John H. Tinker, University of Iowa; Dr. Murray Mendelson lecture. Auditorium, 18th floor, Mt. Sinai Hospital. 5 p.m. (Anaesthesia)

**Origin and Development of the Dutch Art Movement Called "De Stijl".**

*Friday, November 30*  
H.B. Poesiat, teacher and painter, formerly of Utrecht. Department of German. 97 St. George St. 8 p.m.

**Royal Canadian Institute.**

**The Search for Extra-terrestrial Life.**  
*Sunday, November 25*  
Prof. Robert F. Garrison, Department of Astronomy.

**Arctic Wildlife.**

*Sunday, December 2*  
Stewart D. MacDonald, National Museum of Natural Sciences, Ottawa. Auditorium. Medical Sciences Building. 3 p.m.

**New Light on the Speaking Voice.**

*Monday, November 26*  
Prof. Esme Crampton, Faculty of Education. George Ignatieff Theatre, Trinity College, Devonshire Place. 7.30 p.m. (Voice Development Research Program)

**Why Humanists Must Learn about Computers.**

*Wednesday, November 28*  
Joseph Raben, editor *Computers and The Humanities*. 2117 Sidney Smith Hall. 4 p.m. (Classics, French and Humanities Users Group)

## Colloquia

**Distributed Representation.**

*Tuesday, November 20*  
Prof. Geoffrey Hinton, Carnegie-Mellon University. 2117 Sidney Smith Hall. 4 p.m. (Psychology)

**Non Radial Oddities and Spikes in Spica and Friends.**

*Wednesday, November 21*  
Myron Smith, National Optical Astronomy Observatory. 137 McLennan Physical Laboratories. 3.10 p.m. (Astronomy)

**Perfection, Divine and Human: The Contribution of Pan-en-theism.**

*Friday, November 23*  
Prof. John C. Robertson, McMaster University. Centre for Religious Studies lounge, 14-352 Robarts Library. 1 p.m.

**What Is the Role of the Pineal Gland?**

*Wednesday, November 28*  
Prof. Michael Menaker, University of Oregon. 2135 Sidney Smith Hall. 4 p.m. (Psychology)



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# Events

## Seminars

### The Glucose Paradox: Is Glucose a Substrate for Liver Metabolism?

*Monday, November 19*  
Dr. Denis McGarry, University of Texas Health Science Center, Dallas. Basement level, McMaster Building, Hospital for Sick Children, 180 Elizabeth St. 5 p.m. (Banting & Best Diabetes Centre)

### Legal Theory Workshop Series.

### Property and the American Conception of Limited Government.

*Wednesday, November 21*  
Prof. Jennifer Nedelsky, Princeton University. 12.10 to 1.45 p.m.

### Beyond Babel: The Politics of Statutory Interpretation.

*Friday, November 30*  
Prof. Allan Hutchinson, Osgoode Hall Law School. 1.10 to 2.45 p.m. Solarium, Falconer Hall. Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

### A Family Sociologist's View of Gerontology.

*Wednesday, November 21*  
Prof. Norman Bell, Department of Sociology; social and behavioural science affinity group seminar. Room 410, 455 Spadina Ave. 3 to 5 p.m. (Gerontology)

### Experimental and Human Pathology.

**Pathogenesis of Kidney Stones.**  
*Wednesday, November 21*  
Dr. Petrous Cheng, Department of Pathology, Mt. Sinai Hospital.

### Adipocyte Growth and Differentiation.

*Wednesday, November 28*  
Dr. Robin Van, Department of Medicine. 4171 Medical Sciences Building. 4 p.m.

### A Model for Flow in a Two Dimensional Bifurcating Channel.

*Thursday, November 22*  
Prof. K.B. Ranger, Department of Mathematics. 412 Rosebrugh Building. 1 p.m. (Biomedical Engineering)

### The Emergence of a Rich Peasantry: The Case of Ecuador.

*Friday, November 23*  
Prof. Miguel Murmis, Department of Sociology; Urban Centre brown bag seminar. Room 204, 455 Spadina Ave. 12.15 p.m. (Urban & Community Studies)

### Alternative Theories of Sexual Equality.

*Friday, November 23*  
Prof. Christine Littleton, University of California, Los Angeles; Clara Brett Martin workshop series 1984-85. Solarium, Falconer Hall. 1 p.m. (Law)

### Reading Manuscripts from Petrarch to Milton (1350-1650).

**Paleography in England. 2: English.**  
*Friday, November 23*  
Ann Quick, Records of Early English Drama.

### Paleography and Diplomats in Italy.

*Friday, November 30*  
Edward English, Centre for Reformation & Renaissance Studies. Last two in series of four workshops. 119 Northrop Frye Hall, Victoria College. 2 to 4 p.m. *Information, 978-3929.* (Reformation & Renaissance Studies and REED)

### Juvenal's Tenth Satire: The Moral Tradition and the Artistic Form.

*Friday, November 23*  
Prof. Elaine Fantham, Department of Classics. 148 University College. 3 p.m.

### Opaque Polymers.

*Friday, November 30*  
David Clemens, Rohm and Haas Co., Spring House, Pa. 428 Lash Miller Chemical Laboratories. 9 a.m.

### An Empirical Analysis of the Underwriting Spreads on Initial Public Offerings.

*Friday, November 30*  
Prof. Thomas A. Pugel, New York University; capital markets workshop. Conference room, seventh floor, Faculty of Management Studies, 246 Bloor St. W. 2.30 to 4.30 p.m.

### Aging, Learning and Memory.

*Monday, December 3*  
Prof. Gordon Winocur, Program in Gerontology. Room 410, 455 Spadina Ave. 3 to 5 p.m. (Gerontology)

### The Beginning of Literacy: Evidence from the Bristol Language at Home and at School Project.

*Monday, December 3*  
Prof. Gordon Wells, University of Bristol and OISE; Problems in Literacy series. Coach House, 39A Queen's Park Cresc. E. 7.30 p.m. (McLuhan Program in Culture & Technology)

### Peasants and Poverty in 20th Century Jamaica.

*Monday, December 3*  
John Newark, Economic History Program; economic history workshop. 3037 Sidney Smith Hall. 8 p.m. Copy of paper \$3 from Ursula Gutenberg, Department of Economics.

## Conference

### Research Challenges in Computers and Communications.

*Tuesday, November 27*  
University World of Networks, 9.30 a.m. to 12 noon. Concurrent sessions: Technical Research Challenges; Social Research Challenges. 1.30 to 3.15 p.m. Interactions: How the Two Come Together. 3.30 to 5.00 p.m. West Hall, University College. Registration 9 a.m. Registrations fees affiliates/subscribers \$25, students \$5, others \$35. *Information: Ruth Lee, room 622, 140 St. George St., 978-5460* (U of T/Waterloo Cooperative on Information Technology)

## Concerts

### FACULTY OF MUSIC EDWARD JOHNSON BUILDING

#### Bach, Handel, Scarlatti.

*Tuesday, November 20*  
Reflections on the Well-Tempered Clavier, Book II; Prof. John Beckwith, Faculty of Music. Common Room. Douglas Finch, piano. Walter Hall.

*Tuesday, November 27*  
Dancing through Bach, Handel, Scarlatti; Prof. Timothy McGee, Faculty of Music. Common Room. Bradford Tracey, harpsichord. Walter Hall.

Fifth and sixth in series of seven lectures and recitals honouring the tricentenary of the births of J.S. Bach, G.F. Handel and Domenico Scarlatti, co-sponsored by CBC Stereo.

Lectures 7 p.m., concerts 8 p.m. Lectures free; concerts, single tickets \$12.50, students and senior citizens \$7.50.

#### Thursday Afternoon Series.

*Thursday, November 22*  
Student chamber music.

*Thursday, November 29*  
Arraymusic. Walter Hall. 2.10 p.m.

#### University Singers.

*Monday, November 26*  
Conductor Michael Coghlan. Walter Hall. 8 p.m.

#### U of T Contemporary Music Ensemble.

*Thursday, November 29*  
Walter Hall. 8 p.m.

#### U of T Jazz Ensemble.

*Saturday, December 1*  
Director Phil Nimmons. MacMillan Theatre. 8 p.m. Tickets \$5, students and senior citizens \$3.

#### U of T Concert Band

*Sunday, December 2*  
Conductor Ronald Chandler. MacMillan Theatre. 3 p.m.

#### U of T Concert Choir.

*Monday, December 3*  
Conductor Robert Cooper. Walter Hall. 8 p.m.

*Information on all concerts in Edward Johnson Building available from box office, 978-3744.*

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#### Noon-hour Series.

*Wednesday, November 21*  
Mary Kenedi, piano. Concert Hall. 12.15 p.m.

#### Mississauga Division Benefit Concert.

*Sunday, November 25*  
Performances by members of faculty of RCM Mississauga division. Proceeds to scholarships for Mississauga student residents. St. Luke's on the Hill Church, 3101 Constitution Blvd. Mississauga. 3 p.m. Tickets \$6, students under 18 years and senior citizens \$3. *Information: 279-9647.*

## Plays, Readings and Opera

### HART HOUSE THEATRE

#### Man Equals Man.

*November 21 to 24*  
By Bertolt Brecht; second in Graduate Centre for the Study of Drama 1984-85 Hart House Theatre season. 8 p.m. Tickets \$7, students and senior citizens \$3.50. *Information and reservations: 978-8668.*

### GLEN MORRIS STUDIO THEATRE.

#### All's Well That Ends Well.

*November 20 to 25*  
By William Shakespeare. Graduate Centre for the Study of Drama 1984-85 studio season. Tuesday-Saturday 8 p.m., Sunday 2 p.m. Tickets \$3, students and senior citizens \$2. *Information and reservations, 11 a.m. to 5 p.m., Monday-Friday: 978-8668; performance box office 6 to 8 p.m., Sunday matinée 1 to 2 p.m.: 978-8705.*

### CJRT-FM Series.

*Sunday, November 25*  
Laura Ippolito, piano. *Sunday, December 2*  
Gary Rideout, tenor. Sunday evening series of performances by outstanding Conservatory students. Broadcast 5 p.m. CJRT-FM radio 91.1.

### Twilight Series.

*Thursday, November 29*  
Patrick Li, piano. Concert Hall. 5.15 p.m. Tickets \$2, students and senior citizens \$1.

*Information on all Conservatory concerts available from publicity office, 978-3771.*

### MACMILLAN THEATRE

#### The Crucible.

*November 23 and 24*  
By Robert Ward, based on play by Arthur Miller; first production in Opera Division, Faculty of Music, 1984-85 season. 8 p.m. Tickets \$8, students and senior citizens \$5. *Information and reservations: Edward Johnson Building box office, 978-3744.*

### U.C. Poetry Readings.

*Monday, November 26*  
David Klausner reads Chaucer. Walden Lounge, University College Union, 79 St. George St. 4.10 p.m.

### Josef Skvorecky.

*Thursday, November 29*  
Author will read from his new novel *Dvořák*. Innis College Town Hall. 7.30 p.m. (Innis 20/20)

### Dr. Joanne Lamarche-Craven

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Hart House Theatre, University of Toronto  
Tickets: \$20 (\$12 seniors & students) for all three concerts  
\$8 (\$5 seniors & students) for single tickets

Available from Hart House Box Office: 978-8668  
or from the RCM Box Office: 978-5470



## University College

## Lectures in Peace Studies

A series of public lectures, offered by the College and co-sponsored by Science for Peace, with the aim of providing the University's community with a deeper understanding of the possible contributions of scholarship to the advancement of peace.

## A Changing Role for Canada in NATO

### Major-General Leonard Johnson

recently retired commandant of the  
National Defence College, Canada

Thursday, November 22, at 8 p.m.

West Hall, University College.

The public is invited, free of charge.

This lecture is co-sponsored by the Toronto Chapter, Women's International League for Peace and Freedom.

The College and Science for Peace acknowledge with thanks grants from the Jackman Foundation and from the Westwind Charitable Foundation in support of this lecture series.

# Events

## Men Who March Away



### Exhibitions

**Robertson Davies Library, Massey College.**  
To mid-December  
Work of Barbara and Richard Outram.

**Justina M. Barnicke Gallery, Hart House.**  
To December 13  
West Gallery: David Rokeby, installation.  
East Gallery: Catherine Newcomb, installation.  
Gallery hours: Tuesday-Saturday, 11 a.m. to 6 p.m.

**Robarts Library.**  
**Developing Partnerships.**  
To November 26  
Multicultural education in Canada. Main display area. (U of T, Metropolitan Toronto Public Libraries, Canadian Council for Multicultural & Intercultural Education and Ontario Multicultural Association)

**Andrei Sheptyts'kyi: His Life and Work.**  
To November 29  
Publications by and about Andrei Sheptyts'kyi. Display case, south entrance.  
(Chair of Ukrainian Studies)

**Thomas Fisher Rare Book Library.**

**Men Who March Away.**  
To November 30  
Marking the 70th anniversary of beginning of First World War.

### Films

**Le Dernier Glacier.**  
Thursday, November 22  
Toronto premiere of documentary by Quebec filmmakers Jacques Leduc and Roger Frappier. Innis College Town Hall. 7.30 p.m. (Innis, 20/20)\*

**Indian Pilgrimage and Holy Ganges.**  
Thursday, November 29  
Fifth in series of 10 films on South Asia. Room 154, Level A, Audiovisual Library, Sigmund Samuel Library. 12 noon.  
(South Asian Studies)

**North by Northwest.**  
Thursday, November 29  
Alfred Hitchcock. Alice Moulton Room, Level A, Sigmund Samuel Library. 6.30 p.m.  
(Audiovisual Library and Cinema Studies)

### Miscellany

**Resources for Women on Campus.**  
Tuesday, November 20  
Pat Staton, Ontario Institute for Studies in Education; U of T Women's Network breakfast. Gallery Club, Hart House. 7.30 to 9 a.m. Admission, including breakfast, \$2.50.

**Convocation.**  
Wednesday, November 21  
Honorary graduand, Hon. Madam Justice Bertha Wilson, Supreme Court of Canada, will address Convocation.

Thursday, November 22  
Honorary graduand, Jill Kathryn Ker Conway, president, Smith College, Northampton, Mass., will address Convocation.

Friday, November 23  
Honorary graduand, Hon. Jeanne Sauvé, Governor-General of Canada, will address Convocation.  
Convocation Hall. 8 p.m.

**University of St. Michael's College.**

Saturday, November 24  
Installation of Rev. James Kelsey McConica as president and vice-chancellor; degrees will be conferred in theology, arts, science and commerce and medieval studies. Convocation Hall. 2 p.m.

**OISE Fellows Awards Ceremony.**  
Monday, November 26  
Auditorium, Ontario Institute for Studies in Education. 8 p.m.

**Victoria Women's Association.**  
Wednesday, November 28  
Aida Graff, Dean of Women, Victoria University. Wymilwood, Victoria College. 2 p.m.

**Musical Chairs.**  
Saturday, December 1  
An evening of Canadian Music in honour of Jean A. Chalmers Chair of Canadian Music and John Beckwith, Jean A. Chalmers Professor of Music. Hart House. Reception 6 p.m., dinner 7 p.m. Tickets \$20, call 978-2367. Information: 978-8991. (U of T Alumni Association and Institute for Canadian Music)

**Advent Lessons and Carols.**  
Sunday, December 2  
Trinity College Chapel. 4.30 p.m.

### Governing Council & Committees

**Planning Subcommittee.**  
Monday, November 19  
Board Room, Simcoe Hall. 4 p.m.

**Committee on Campus & Community Affairs.**  
Tuesday, November 20  
Council Chamber, Simcoe Hall. 4 p.m.

**Admissions, Curriculum & Standards Subcommittee.**  
Wednesday, November 21  
Please note: meeting cancelled.

UNIVERSITY OF TORONTO

## Bulletin

### Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

**Bulletin Events for issue of December 3:**  
Monday, November 19 at 5 p.m.

**Bulletin Events for issue of December 17:**  
Monday, December 3 at 5 p.m.



## The Faculty Club

41 Willcocks Street  
Telephone: 978-6325



### MEMBERS' RECEPTION

**Main Lounge**  
Tuesday, December 4 4:30-7 p.m.

**Six (6) Christmas Luncheon Buffets!!!**

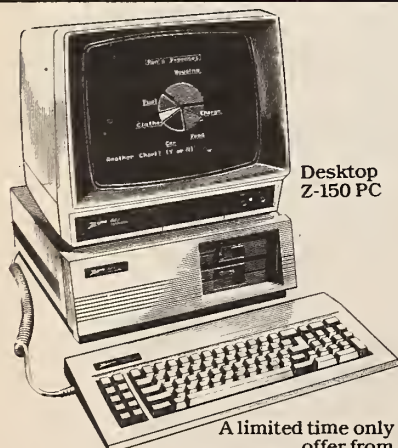
Wednesday, December 5 & 12  
Thursday, December 6 & 13  
Friday, December 7 & 14  
12-2:30 p.m.

Reservations required\* 978-6325

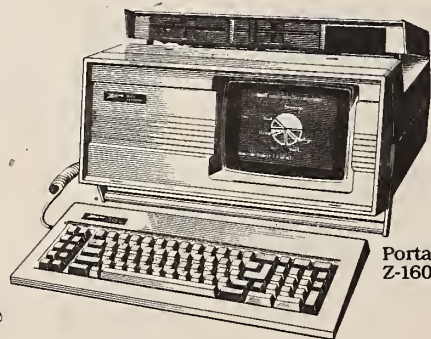
\*parties of fewer than 6 people may be required to share a table.

The Club will close after regular business hours on Friday, December 21, and will re-open on Wednesday, January 2. (N.B., no luncheon buffet on Jan. 2)

**BURNS SUPPER**  
Friday, January 25, 1985



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# Letters

## Women treated fairly in microbiology and zoology

Over the years I have come to be aware of lack of objectivity and misuse of information in the popular press, but somehow it comes as a shock to find a blatant example of such in the *Bulletin*. In the article, "Equality on faculty a dream: women's panel" (Oct. 22), statistics I gave Oct. 9 during a panel discussion on "Women in Toronto Today" were used in just the opposite way they were intended. I am correctly quoted as saying that "25 percent of professors in microbiology are women, with 50 percent of these at the assistant professor level, and 17 percent full professors. In contrast, male faculty are distributed evenly among assistant, associate and full professors." Unfortunately, the

*Bulletin* did not report that I went on to say that the women at the assistant professor level were of an age consistent with that rank and I found the large percentage to be indicative of more women being hired now than in the past. I furthermore deeply regret that you did not choose to include my final conclusion concerning women in the Departments of Microbiology and Zoology, namely, that once hired as an assistant professor they have the same opportunities to develop a professional career as their male colleagues. This is evidenced by the following facts: Rose Sheinin was the chairperson of the Department of Microbiology and is now vice dean of SGS; Betty Roots is chairperson of the Department of

Zoology having been dean of science at Erindale College. Rosemary MacKay is associate chairperson in charge of undergraduate affairs in zoology and Patricia Seyfried functions in the analogous capacity in microbiology. On Sept. 1, 1984 I assumed the duties of chairperson of environmental biology, University of Guelph. As indicated during the panel discussion by Professor Ann Robson and Chantal Bertrand-Jennings, women in other departments may have a difficult time. However, I can state that as a woman



in microbiology and later in zoology I was treated very fairly and believe this to be the case for other women in these departments.

*Susan McIver*  
University of Guelph

## UC committee's recommendations would mean more clout for women

Misleading information was printed in the Nov. 5 *Bulletin* interview with Status of Women Officer Lois Reimer: a statement that a committee at University College has recommended that the position of dean of women there be eliminated. This misleading information has also appeared in at least two other campus publications this fall. The clear implication is that women at University College are being downgraded.

As a member of the University College committee concerned — which was composed of two women (one faculty member, one student) and two men (one faculty member, one student), with a college don as chairperson — I should like to set the record straight. The committee recommended that the position of dean of men, as well as that of dean of women, be eliminated. As one of a series of proposals designed to enhance the quality of student life for both women and men at University College, and to increase the involvement of non-residence students in the College, the committee recommended that the current two positions be replaced by a single deanship, to be held by either a woman or a man, with unified responsibility for college activities, residence supervision, don selection and student relations. The committee also stipulated that under the proposed new

arrangement at least one of the senior college officers (excluding the alumni officer) — principal, vice-principal, registrar, dean — should be a woman.

Since there has never been a woman as principal, vice-principal, or registrar of University College, and since at present the dean of women's position does not include the directorship of the college residences, which is the responsibility of the dean of men, implementation of the committee's recommendations would mean far more administrative clout for women at University College than is now the case.

The committee, which was advisory to the principal, submitted its report over 10 months ago, in late December 1983. None of its organizational recommendations has yet been brought forward by the principal to the college for debate. One result is that the report is now being tried by hearsay in the campus press.

*Anne Lancashire*  
English  
University College

## Article aired concerns

I want to thank you for the article about the panel that I chaired on Oct. 9 as part of the WIT centenary program. As an unrehearsed event, the panel naturally had discontinuities and loose ends (some of which the audience pointed out to us), but I thought that by using significant statistics and comments from both the panelists and the audience, the article exposed the underlying coherence of

the concerns of women at the University. I know that many who participated in the three-panel series were glad to see those concerns aired in the report, and hope with me that the report will lead to wider discussion of the issues it raises.

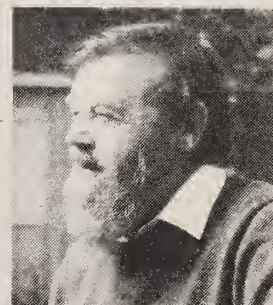
*Heather Jackson*  
Division of Humanities  
Scarborough College

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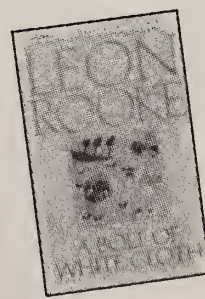
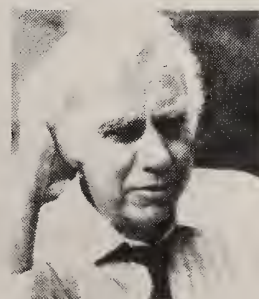


## AN AUTOGRAPHING Monday, December 3 12:30 p.m. with FARLEY MOWAT



Autographing to take place in the Bookroom, 63a St. George St.

## A READING Thursday, December 6 7:30 p.m. with LEON ROOKE



Reading to take place in the Hart House Debates Room, 7 Hart House Circle. Autographed copies will be available.

For further information on Bookroom events, call 978-7088.

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Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Marion de Courcy-Ireland, Department of Communications, 45 Willcocks St. Ads will not be accepted over the phone.

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## Miscellaneous

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CANADA

# Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Steve Dyce, 978-5468; (4) Elaine Preston, 978-6496; (5) Christine Marchese, 978-4834; (6) Jeanette May, 978-2112.

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**Clerk III**  
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Zoology (6), Faculty Office, Arts & Science (6)

**Secretary III**  
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**Laboratory Technician II**  
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Computer Systems Research Institute (2)

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**Coordinator**  
(\$33,400 — 39,290 — 45,180)  
Academic Systems, Arts & Science (6)

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